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# CAUT ACPPU BULLETIN

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## Universities Ignore Hiring Policy

COMPOSERS across Canada are understandably upset over the hiring recently of a non-Canadian composer at the University of British Columbia's school of music, says the president of the Canadian League of Composers.

"As far as I'm concerned, UBC passed over many well-qualified Canadian composers," John Burge told the National Post last month. Applicants for the position included Canadian academics who have served as composers-in-residence for the Toronto Symphony Orchestra, the Vancouver Symphony and the National Arts Centre Orchestra in Ottawa.

According to long-standing federal government policy, priority for appointment to academic positions must be given to qualified Canadians or permanent residents. Only if no qualified Canadian or permanent resident can be found can a position be offered to a foreign candidate.

James Turk, executive director of CAUT, says he's concerned that distinguished Canadian composers had been effectively deemed unqualified for the position.

A similar controversy arose at McGill University last year when three internationally recognized Canadian applicants for two positions in musicology were deemed unqualified and the jobs given to foreigners.

Turk presented a detailed report to the recent CAUT Council meeting in Ottawa on the federal government's recruitment policy and the absence of an effective and appropriate mechanism to

See UNIVERSITIES Page A11

## Chun Inquiry Launched



Above — Constance Backhouse. Inset — Philip Anderson (top) and William Black.

AFTER almost a year of waiting for the University of Toronto to comply with a 2003 settlement negotiated between the university and physics professor Kin-Yip Chun, a CAUT independent committee of inquiry has decided to proceed with its investigation of the conflict.

Plans for a formal inquiry were suspended last year by the inquiry committee to allow the parties time to implement a settlement reached within days of the committee's appointment in June 2003. The settlement was to be implemented immediately with some provisions delayed until Sept. 30. The university failed to meet its deadlines. Finally, last month the committee reviewed the situation and decided to carry out its inquiry.

Constance Backhouse, distinguished professor of law and director of the Human Rights Research and Education Centre at the University of Ottawa, will chair the inquiry. Joining her on the committee is Philip W. Anderson, a Nobel laureate and emeritus professor of physics at Princeton University and William Black, a law professor at the University of British Columbia.

The committee was asked to investigate a dispute that has gone on for more than 15 years between Chun, the U of T and the physics department; to determine whether there were breaches of or threats to Chun's academic freedom, to his human

See CHUN INQUIRY Page A11

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## Federal Election 2004 / Élections fédérales 2004

CAUT calls for election action — providing an overview of the major party platforms and suggestions on how local faculty members can get involved in the campaign. See PAGE A5

L'ACPPU présente un aperçu de la plateforme des principaux partis et offre des suggestions sur les façons dont les membres des associations locales peuvent participer. Voir PAGE A4



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## NEWS ACTUALITÉS

### SFU Reconsiders Loan Proposal

STUDENTS at Simon Fraser University are celebrating the university's decision to back away from a controversial new private loan program.

FirstStudentLoan, a company based in Toronto and Vancouver, had approached SFU officials earlier this year with a plan to provide eligible students with nearly instant credit-based loans of up to \$25,000 a year.

But concerns about the easy access to the loans coupled with the high interest rates and associated risk premiums charged to students led the university to announce recently that it was halting discussions with FSL.

Chris Giacomantonio, president of the Simon Fraser Student Society, said FirstStudentLoan "has nothing to offer

students except crushing debt loads and punitive interest rates."

"We're pleased the administration took students' concerns into account and made the right decision on this issue," he said.

While private for-profit loans are not in SFU's immediate future, the University of British Columbia continues to press ahead with a pilot project in partnership with FSL that would see the university putting up an undisclosed sum to guarantee private loans to students.

David Fleming-Saraceno, external relations officer at SFU's student society, is worried that a "domino effect" could result from UBC's actions and that other Canadian universities and colleges

may already be quietly negotiating deals with FSL.

"While pressure from students and responsible decision-making by the university administration stopped First StudentLoan at SFU, the privatization of student debt remains a real threat in Canada," Fleming-Saraceno said.

He said if SFU had accepted the FSL proposal, student debt would have ballooned.

"Private loans don't help students, they just lead to higher debt and provide a rationale for increased tuition fees," Fleming-Saraceno said. "Grants and tuition fee reductions, not more loans, are what students need." ■

Version française à la page A7.

### Un comité indépendant enquête sur l'affaire Kin-Yip Chun

APRÈS avoir attendu près d'un an que l'Université de Toronto se conforme à un règlement de 2003 négocié entre l'université et le professeur de physique Kin-Yip Chun, un comité d'enquête indépendant de l'ACPPU a décidé de mener son enquête sur le différend.

Les plans en vue d'une enquête officielle ont été suspendus l'an dernier par le comité d'enquête afin de permettre aux parties de mettre en application une entente conclue dans les jours qui ont suivi l'établissement du comité en juin 2003.

L'entente devait être immédiatement mise en application sauf certaines dispositions dont l'entrée en vigueur était fixée au 30 septembre. L'université n'a toutefois pas respecté ces délais. Finalement, le mois dernier, après avoir

réexaminé la situation, le comité a décidé de procéder à son enquête.

Constance Backhouse, professeure distinguée de droit et directrice du Centre de recherche et d'enseignement sur les droits de la personne, présidera l'enquête. Seront aussi membres du comité Philip W. Anderson, lauréat du prix Nobel et professeur émérite de physique à l'Université Princeton, et William Black, professeur de droit à l'Université de la Colombie-Britannique.

Le comité a été chargé du mandat suivant : enquêter sur un différend qui existe depuis plus de 15 ans entre M. Chun, l'Université de Toronto et le département de physique, déterminer si la liberté académique de M. Chun, ses droits de la personne et ses droits en tant que membre du corps professoral

ont été violés ou menacés; déterminer si un accord précédent (signé en septembre 2000) a été violé; déterminer comment les allégations de discrimination systémique et de discrimination voilée peuvent être prises en charge par des établissements universitaires de sorte que des situations puissent être réglées de façon équitable et exhaustive et dans les plus brefs délais; déterminer les moyens appropriés de régler de tels différends.

« Il est à souhaiter que le comité puisse faire toute la lumière sur cet épineux différend qui perdure », a dit James Turk, directeur général de l'ACPPU. ■

English on page A1.

### Faculty Task Force Recommends a Fix-It Plan for New Scholars

A TASK force investigating faculty recruitment and retention at Canadian universities says administrators must do more to attract and retain new scholars.

The task force, established three years ago by the Canadian Federation for the Humanities and Social Sciences, thinks too many new faculty members are not offered the support they need in the critical first few years of their careers.

"While new scholars are excited by the opportunities offered for professional and personal development in their tenure-track appointments, many also often experience significant feelings of alienation, uneasiness, and frustration — feelings which are not always effectively dealt with by current institutional practices," the task force concludes.

To help universities address this problem, the task force is releasing recommendations and a manual of best practices for meeting the needs of new scholars.

"All departments, faculties, unions and administrations are currently doing several things, which foster a community of scholars and our manual is a compilation of successful practices already in place in many institutions across the country," said Patricia Demers, professor of English at the University of Alberta and chair of the task force.

To help ease the transition from graduate student to faculty member, the task force recommends that departments, faculties and administrations develop mentoring programs to help guide new faculty through the "labyrinth of institutional expectations and demands."

In addition, the task force's proposed model calls for administrators to adopt practices that assure teaching and service assignments are fairly and equitably distributed and that junior faculty members are fully aware of their progress towards tenure.

"Anecdotal evidence reveals that new scholars find the tenure process enormously stressful," the task force offers. "They report that much of this stress results from the fact that they often receive conflicting, and politically charged, information about the process from a variety of sources."

The task force also said scholars taking on contract employment should be on an equal basis as those receiving tenure-track appointments.

"In several disciplines, contract faculty are responsible for nearly 50 per cent of undergraduate teaching," the task force notes. "Their work in our departments is, in many cases, indispensable. Given the level of commitment to their profession and to their academic careers and also given the contribution they make to our intellectual communities, new faculty hired on temporary contracts need to be welcomed into the academy with the same enthusiasm and support given new tenure-track faculty." ■

Copies of the CFHSS manual, *The Academy as Community*, will be available soon at [www.fedcan.ca](http://www.fedcan.ca).

Version française à la page A7.

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# PRESIDENT'S COLUMN LE MOT DE LA PRÉSIDENTE

## Making Democracy Work for Education



By LORETTA CZERNIS

WITH a federal election set for later this month it is critical that Canada's academic electorate gets involved. It is up to us, as academics, to ensure post-secondary education issues are a key focus in the campaign.

This will be a pivotal election for Canada's universities and colleges. Over the past decade we have seen serious cuts to post-secondary education financing. In fact, to bring funding levels back to where they were in real terms in 1993 would require an immediate funding boost of more than \$1.6 billion.

It is not difficult to see the fallout of continued public underfunding. Tuition fees and student debt levels have risen dramatically, putting the promise of a university and college education beyond the reach of more and more qualified Canadians. An undergraduate arts student is paying an average of 155 per cent more in tuition today, than in 1990. The increases are even higher for students enrolled in professional programs.

The number of university and college professors has decreased by 9 per cent in the past 10 years, leading to larger class sizes and fewer course offerings.

The infrastructure of universities and colleges has also suffered. Library collections have been drastically cut. Many research facilities are inadequate and many campus buildings are unhealthy and unsafe.

In short, the current situation is simply not sustainable. Politicians of every political stripe generally agree post-secondary education is the key to promoting social devel-

### Election Facts

- When adjusted for inflation, operating grants to universities per full-time equivalent student are 19 per cent lower today than in 1991-1992.
- Since 1990-1991, average undergraduate arts tuition has increased 155 per cent. Fees have increased even more dramatically in law (197 per cent), medicine (295 per cent) and dentistry (364 per cent).
- At graduation, the average student in Canada has a debt load of \$25,000.
- According to an index developed by the Association of Research Libraries, nine of 14 Canadian university research libraries surveyed are ranked in the bottom half of all North American university research libraries.
- The number of full-time faculty in Canada dropped nine per cent between 1992-1993 and 2000-2001. The number of full-time and part-time students increased more than five per cent over the same period.

opment and economic growth. But very few back that up with the financial commitment needed to make our higher education system a national priority.

The next federal government must play a lead role in rebuilding Canada's universities and colleges and in ensuring they are accessible, affordable and of the highest quality. CAUT has put forward some concrete ways Ottawa can do this by enacting a Canada Post-Secondary Education Act. Modelled on the Canada Health Act, this new legislation would commit the federal government to providing increased, stable and long-term funding to the provinces for post-secondary education in exchange for greater accountability over how those funds are spent.

The money is there to achieve this. What is needed is the political will.

That is why your involvement in this election is so important. There are many ways to get involved, including raising concerns directly with local candidates or, more ambitiously, organizing events and activities to highlight the continued underfunding of post-secondary education.

CAUT has prepared an "election kit" and "fact sheets" for use in forums, debates and other venues. Key elements of these initiatives are available at [www.caut.ca](http://www.caut.ca).

The site explains how you can write messages to your colleagues, letters to the editor, or use the information in the kit as a starting point for an article in your association's newsletter. The detailed kit also includes an "ask the candidates" guide and fact sheets that can help you raise the level of awareness of political candidates and members of your local community about post-secondary education issues. The education statistics for numerous areas, including university and college revenues, provincial funding, operating grants, tuition fees, libraries, tuition related to income levels, research funding and faculty renewal, can also be used to voice a concern to a local candidate's election office or prepare a press release for local media outlets.

This election provides us with an ideal opportunity to focus public attention on the challenges facing universities and colleges and to present our solutions to these challenges. Please join me and your academic colleagues across the country in ensuring the crisis in post-secondary education is too conspicuous and too important for any political party to ignore. ■

For additional coverage of CAUT's election campaign and how members can get involved, see page A5.

## La démocratie au service de l'éducation

Par LORETTA CZERNIS

MAINTENANT que les élections fédérales sont prévues pour la fin de juin, il est absolument essentiel que l'électorat universitaire se mette à contribution. Il nous appartient, en tant qu'universitaires, de nous assurer que les questions touchant l'enseignement postsecondaire seront au cœur du débat de la campagne.

Les élections 2004 seront décisives pour les universités et les collèges du Canada. Au cours de la dernière décennie, nous avons assisté à de sérieuses compressions du financement consacré à l'enseignement postsecondaire. En fait, il faudrait, pour ramener les niveaux de financement à ceux où ils étaient en dollars constants en 1993, injecter un financement immédiat de plus de 1,6 milliard de dollars.

Il n'est pas difficile de constater les conséquences d'un sous-financement public prolongé. Les droits de scolarité et le niveau d'endettement des étudiants ont connu une montée spectaculaire, mettant ainsi l'accès à l'enseignement supérieur hors de la portée de plus en plus de Canadiens qualifiés. Les étudiants inscrits aux programmes d'arts du premier cycle paient aujourd'hui en moyenne des frais de scolarité supérieurs de 155 % à ceux de 1990. Les augmentations sont encore plus substantielles pour les étudiants inscrits aux programmes professionnels.

Le nombre des professeurs de college et d'université a chuté de 9 % ces dix dernières années, engendrant une surpopulation des classes et une diminution des cours offerts.

L'infrastructure des universités et des collèges n'y a pas échappé non plus. Les collections des bibliothèques ont été considérablement réduites. On ne compte plus les installations de recherche qui sont inadéquates et les bâtiments des campus qui sont en mauvais état et peu sécuritaires.

En bref, la situation actuelle est tout simplement intenable. Les politiciens de toutes les allégeances reconnaissent de façon générale que l'enseignement postsecondaire est l'élément clé de la promotion du développement social et de la croissance économique. Mais très peu d'entre eux n'étaient cette affirmation de l'engagement financier né-

### Élections : les faits à retenir

- Après un rajustement tenant compte de l'inflation, les subventions de fonctionnement versées aux universités par étudiant équivalent temps plein sont de 19 % inférieures aujourd'hui à celles de 1991-1992.
- Depuis 1990-1991, les droits de scolarité moyens des programmes d'arts du 1<sup>er</sup> cycle ont augmenté de 155 %. Les droits ont connu une augmentation encore plus spectaculaire en droit (197 %), en médecine (295 %) et en art dentaire (364 %).
- À la fin de leurs études, les étudiants cumulent une dette moyenne de 25 000 \$.
- Selon un indice conçu par l'Association of Research Libraries, neuf des 14 bibliothèques de recherche universitaires canadiennes recensées se situent dans la deuxième moitié de toutes les bibliothèques de recherche universitaires nord-américaines.
- Le nombre de professeurs d'université à temps plein au Canada a chuté de 9 % entre 1992-1993 et 2000-2001. Le nombre d'étudiants à temps plein et à temps partiel a augmenté de plus de 5 % au cours de la même période.

cessaire pour faire de notre système d'éducation supérieure une priorité nationale.

Le prochain gouvernement fédéral devra jouer un rôle de leader dans le réaménagement des universités et des collèges au Canada et veiller à ce que ces établissements soient accessibles, abordables et de la plus haute qualité. L'ACPPU a proposé plusieurs moyens concrets d'y arriver. Le gouvernement fédéral pourrait établir une Loi canadienne sur l'enseignement postsecondaire sur le modèle de la Loi canadienne sur la santé. En vertu de cette nouvelle loi, le gouvernement devrait créer un fonds pour l'enseignement postsecondaire dont il assurerait le financement stable et accru à long terme en échange d'une plus grande responsabilité des provinces quant à la façon dont les fonds sont dépensés. L'argent nécessaire à cette réalisation est là. Ce qu'il manque, c'est la volonté politique.

C'est pourquoi votre participation à cette campagne électorale est si importante. Vous pouvez vous mettre à contribution de diverses façons, notamment en faisant part de vos préoccupations directement aux candidats de votre circonscription ou, si vous êtes plus ambicieux, en organisant des activités et des événements qui mettront en évidence le sous-financement continu de l'éducation postsecondaire.

L'ACPPU a établi un guide des élections et des fiches de données qui seront utiles dans le cadre de discussions, de débats et d'autres tribunes. Les principales composantes de cette documentation se trouvent à l'adresse [www.caut.ca](http://www.caut.ca).

Le site explique comment vous pouvez écrire des messages à vos collègues, envoyer des lettres au rédacteur en chef ou vous servir de l'information du guide pour rédiger un article dans le bulletin de votre association. Le guide et les fiches comportent également une série de questions et de données destinées à vous aider à sensibiliser d'avantage les candidats politiques et les membres de votre communauté locale aux questions touchant l'enseignement postsecondaire. Les statistiques relatives à diverses questions du secteur de l'éducation — entre autres les revenus des universités et des collèges, le financement provincial, les subventions de fonctionnement, les droits de scolarité, les bibliothèques, le coût des droits de scolarité par rapport au niveau de revenu, le financement de la recherche et le renouvellement du corps professoral — sont utiles pour faire part de vos inquiétudes au bureau de campagne d'un candidat politique ou rédiger un communiqué à l'intention des médias locaux.

Les prochaines élections nous offrent l'occasion unique d'attirer l'attention du public sur les défis que doivent relever les universités et les collèges et de présenter nos solutions à ces difficultés. Je vous invite à vous joindre à moi et à vos collègues universitaires dans tout le pays pour faire comprendre à tous les partis politiques que la crise au sein du secteur de l'enseignement postsecondaire est trop évidente et trop importante pour qu'ils en fassent abstraction. ■

Voir la couverture des élections fédérales à la page A4.



# FEDERAL ELECTION ÉLECTIONS FÉDÉRALES

## L'ACPPU est fin prête pour les élections

En vue des élections fédérales prévues pour le 28 juin, l'ACPPU a lancé une campagne nationale qui s'assurera que l'enseignement postsecondaire sera au nombre des grandes questions présentes à l'esprit des électeurs.

« Ces élections fédérales nous offrent l'occasion d'attirer l'attention du public sur les défis que doivent relever les universités et les collèges au Canada et de mettre en lumière les mesures que le gouvernement fédéral devrait prendre pour protéger la qualité et l'accessibilité de l'enseignement postsecondaire », dit la présidente de l'ACPPU, Loretta Czernis.

La stratégie électorale non partisane de l'ACPPU met l'accent sur la nécessité pour le prochain gouvernement fédéral d'accroître le financement de l'enseignement postsecondaire et de réformer le système des paiements qu'Ottawa transfère aux provinces au titre des universités et des collèges.

À l'heure actuelle, le gouvernement fédéral verse aux provinces des transferts pécuniaires aux chapitres de l'enseignement postsecondaire et des services sociaux en une seule subvention globale. Les provinces ne sont pas tenues de rendre des comptes sur la façon dont cet argent est réparti.

« Les Canadiens exigent que le gouvernement rende davantage de comptes sur la manière dont les fonds des contribuables sont dépensés », déclare Mme Czernis. « Cela doit s'appliquer aux milliards de dollars qui sont transférés aux provinces chaque année. Il est crucial d'instaurer une plus grande transparence dans la façon dont les fonds affectés à l'enseignement postsecondaire sont effectivement dépensés. »

L'ACPPU a proposé que le gouvernement fédéral mette en application une loi sur l'enseignement postsecondaire sur le modèle de la Loi canadienne sur la santé. Cette loi aurait pour objet de créer un fonds pour l'enseignement postsecondaire dont le gouvernement fédéral assurerait le financement stable à long terme en échange d'une plus grande responsabilité des provinces quant à la façon dont les fonds sont dépensés.

« Nous allons faire pression sur les candidats dans tout le pays pour qu'ils soutiennent cette loi », déclare Mme Czernis, « et il sera important que les associations membres transmettent ce message aux candidats de leur circonscription. »

Et d'ajouter qu'il est crucial que les associations de professeurs locales participent à la campagne électorale pour s'assurer que la voix de la communauté universitaire canadienne sera entendue.

« La capacité de l'ACPPU à influencer le programme politique durant cette campagne est liée directement à la capacité de nos associations à se mettre à contribution », affirme-t-elle.

### Comment vous mettre à contribution

Vous voulez vous assurer que les préoccupations des membres du corps universitaire seront entendues au cours de cette campagne électorale? Voici des moyens que nous vous recommandons de mettre en œuvre pour vous engager d'une façon ou d'une autre au cours de la campagne :

#### Discuter avec les candidats qui font du porte-à-porte

Lorsque les candidats font campagne dans votre ville ou région, encouragez vos membres à demander aux candidats d'exposer leur position sur les questions touchant l'enseignement postsecondaire. Expliquez les défis que votre institution doit relever et proposez des mesures que le gouvernement fédéral devrait prendre pour mieux venir en aide aux universités et aux collèges.

#### Rencontrer les candidats

Il peut être utile pour une association de professeurs d'organiser une réunion privée avec les candidats de votre circonscription afin de les sensibiliser aux questions clés. Rendez compte des résultats de la réunion à vos membres et aux médias.

#### Contribuer à votre bulletin d'information

Utilisez le bulletin de votre association de professeurs pour informer vos collègues sur les questions électorales clés qui touchent l'enseignement postsecondaire.

#### Tenir une rencontre sectorielle avec les candidats

Une rencontre sectorielle réunit une coalition d'organismes éducationnels avec chaque candidat. Ces rencontres peuvent être privées, mais il arrive souvent que les journalistes y soient invités.

#### Faire des appels téléphoniques aux candidats

Recrutez des collègues pour faire des appels téléphoniques aux bureaux des candidats de votre circonscription et pour exprimer leurs préoccupations à l'égard des questions touchant l'enseignement postsecondaire. Au cours d'une campagne électorale, chaque appel à un candidat est consigné et classé par question. Plus un candidat reçoit d'appels sur une question, plus il ou elle est susceptible de considérer cette question comme une priorité.

#### Assister aux réunions générales des candidats

Au moins une réunion générale des candidats aura sans doute lieu dans votre circonscription au cours de la campagne électorale. Profitez de cette occasion pour constituer un groupe qui participera à la réunion et qui interrogera les différents candidats sur leurs positions concernant les questions clés d'enseignement postsecondaire. Si vous êtes vraiment ambileux, vous pourriez même envisager d'organiser vous-même un débat réunissant tous les candidats.

#### Solliciter le soutien des candidats

La meilleure façon de faire passer votre message est d'avoir recours aux moyens de communication face à face. Vous réussirez à susciter des appuis sur le campus en organisant des rencontres générales, des conférences et des réunions mondaines pour souligner l'importance que revêtent les questions touchant l'enseignement postsecondaire dans la campagne électorale.

#### Cartes d'engagement

Il existe un moyen plus créatif de vous assurer que l'enseignement postsecondaire sera au centre du débat dans votre circonscription : demandez aux candidats de signer un engagement dressant la liste des mesures qu'ils prendraient, s'ils étaient élus, pour venir en aide aux universités et aux collèges. Lorsqu'un candidat accepte de signer un engagement, faites-en un événement médiatique. Rendez publics les noms des candidats qui signent et des candidats qui ne signent pas la carte d'engagement.

#### Carnets de notes

Bon nombre de groupes jugent utile, pour mettre en lumière leurs préoccupations durant une campagne électorale, de noter les candidats selon la position qu'ils adoptent à l'égard des grandes questions. Vous pouvez trouver utile de décerner aux candidats un carnet de notes qui tient compte de leur position sur l'enseignement postsecondaire. Vous pouvez soumettre des questions écrites aux candidats leur demandant ce qu'ils feraient pour s'attaquer aux principales préoccupations des collèges et des universités. Suivant les réponses obtenues, attribuez une note à chaque candidat. Faites connaître les résultats aux médias et à vos membres.

#### Bénéficier de la couverture médiatique

La concurrence exercée pour attirer l'attention des médias durant une campagne électorale peut être très vive. Toutefois, en ayant recours à la créativité et à la planification, vous constaterez qu'il existe différents moyens de faire intervenir les médias. Les lettres au rédacteur en chef sont un moyen simple et passablement facile de mettre en relief les questions qui vous préoccupent. Vous pourriez également contacter votre journal local afin de faire paraître une page de libre expression où il serait expliqué pourquoi l'enseignement postsecondaire est une question électorale importante dans votre communauté. N'oubliez pas de tirer pleinement avantage de vos médias écrits universitaires et communautaires. Les plus braves se tourneront vers des événements et des activités conçus particulièrement pour attirer l'attention des médias. Pour faire ressortir la question de l'endettement des étudiants, par exemple, vous pourriez organiser un groupe qui trènerait un boulet autour du campus. Ou vous pourriez demander aux membres de porter un casque de protection pendant toute une journée afin d'attirer l'attention sur le piètre état des bâtiments du campus.

## LES PARTIS PRINCIPAUX

### Parti libéral du Canada

Chef du parti : Paul Martin  
Site web : [www.liberal.ca](http://www.liberal.ca)

Les Libéraux approuvent que le gouvernement fédéral joue un rôle actif dans la promotion de l'apprentissage permanent. Le dernier budget fédéral a annoncé une série de mesures qui, selon les Libéraux, favoriseraient l'accès à l'enseignement postsecondaire. Des changements ont été apportés au Programme canadien de prêts aux étudiants en vue de relever le plafond des prêts, d'élargir la définition des dépenses admissibles, d'augmenter le seuil du revenu familial et d'améliorer les conditions de prêt applicables aux étudiants à temps partiel. Pour les étudiants à faible revenu qui s'inscrivent en première année, le budget présentait également un nouveau programme de bourses et le versement de cotisations fédérales à un compte d'apprentissage individuel pour les enfants faisant partie de familles à faible revenu. S'ils sont réélus, les Libéraux affirment qu'ils continueront à investir dans l'innovation en mettant particulièrement l'accent sur le financement des activités de recherche universitaire qui peuvent être mises en marché. Le Parti libéral ne s'est pas engagé à augmenter les paiements de transfert aux provinces au titre de l'enseignement postsecondaire et n'a pas appuyé la Loi canadienne sur l'enseignement postsecondaire proposée par l'ACPPU.

### Parti conservateur du Canada

Chef du parti : Stephen Harper  
Site web : [www.conservateur.ca](http://www.conservateur.ca)

La position du Parti conservateur est axée sur l'accroissement de la responsabilité du gouvernement, l'allègement du fardeau fiscal, la lutte contre le gaspillage, l'augmentation du budget de la défense et l'amélioration de l'accès aux soins de santé. Le parti compte résoudre le problème des droits de scolarité élevés et l'endettement des étudiants en relevant le plafond des prêts aux étudiants et en augmentant le seuil du revenu familial. Les Conservateurs affirment qu'ils « inciteront les familles à épargner pour l'éducation de leurs enfants... grâce à des mesures telles que le Bon d'études canadien, la bonification de la Subvention canadienne pour l'épargne-études et le Régime enregistré d'épargne-vie ». Le Parti conservateur n'a pas appuyé la Loi canadienne sur l'enseignement postsecondaire proposée par l'ACPPU ni l'augmentation du financement destiné à l'enseignement postsecondaire.

### Nouveau Parti Démocratique

Chef du parti : Jack Layton  
Site web : [www.npd.ca](http://www.npd.ca)

Dans sa plate-forme électorale, le Nouveau Parti Démocratique prévoit, au moyen d'un plan national, de réduire immédiatement les frais de scolarité de 10 %, puis d'imposer un gel des frais qui sera rendu possible en augmentant l'aide financière fédérale à l'enseignement postsecondaire. Le parti promet également de remplacer le Programme des bourses du millénaire, administré par le secteur privé, par un programme national fondé sur les besoins des étudiants. Le NPd augmenterait par ailleurs le financement accordé à la recherche pour mettre fin à « la privatisation de la recherche sur les campus universitaires ». S'ils étaient portés au pouvoir, les Néo-démocrates établiraient la Loi canadienne sur l'enseignement postsecondaire proposée par l'ACPPU et préviendraient la création d'universités et de collèges privés à but lucratif.

### Bloc Québécois

Chef du parti : Gilles Duceppe  
Site web : [www.bloc.org](http://www.bloc.org)

Le Bloc Québécois croit que l'éducation à tous les niveaux, y compris postsecondaire, est du ressort exclusif des provinces. Par conséquent, le rôle du gouvernement fédéral devrait se limiter à verser des transferts pécuniaires indexés et sans restriction aux provinces de sorte que celles-ci puissent répondre aux besoins de leurs citoyens. Le Bloc ne peut, pour ces raisons, appuyer la Loi canadienne sur l'enseignement postsecondaire proposée par l'ACPPU. Selon le Bloc, toute ingérence fédérale dans le domaine de l'éducation entraînerait une normalisation dans l'ensemble du Canada et nuirait aux politiques progressistes adoptées par le gouvernement du Québec. Le Bloc signale par exemple que les frais de scolarité au Québec s'élèvent en moyenne à seulement 1 625 \$ par an, tandis que dans le reste du Canada ils se chiffrent à près de 5 000 \$. De même, les étudiants québécois cumulent en moyenne une dette de 13 000 \$ comparativement à 25 000 \$ pour les étudiants du reste du Canada. Le Bloc dénonce également le Programme de chaires de recherche du Canada comme une autre intrusion fédérale dans le champ de compétence des provinces. Le Bloc estime qu'il faut mettre fin à ce programme et incorporer le financement dans les transferts pécuniaires fédéraux.



# CAUT Calls for Election Action

WITH a federal election set for June 28, CAUT has launched a national campaign aimed at ensuring post-secondary education is a key issue on the minds of voters.

"This federal election gives us the opportunity to focus public attention on the challenges facing universities and colleges in Canada and to highlight what the federal government should be doing to protect the quality and accessibility of post-secondary education," said CAUT president Loretta Czernis. CAUT's non-partisan election strategy focusses on the need for the next federal government to increase funding for post-secondary education and to reform the way Ottawa transfers money to the provinces in support of universities and colleges.

Currently, Ottawa provides cash transfers to the provinces for post-secondary education and social services in one block grant. The provinces are not required to account for how this money is allocated.

"Canadians are demanding more accountability from government on how their tax dollars are spent," Czernis said. "That has to extend to the billions of dollars transferred to the provinces every year. It's critical there be greater transparency in how funds earmarked for post-secondary education are actually being spent."

CAUT has proposed that Ottawa implement a Post-Secondary Education Act, modelled on the Canada Health Act, that would provide the provinces with long-term and stable federal funding for post-secondary education in exchange for greater accountability over how transfers are allocated.

"We'll be pressing candidates across the country to support the Act," Czernis said, "and it will be important for member associations to be echoing that message with their local candidates."

She added that it is vital that local faculty associations get involved in the election campaign to ensure that the voice of Canada's academic community is heard.

"CAUT's ability to influence the political agenda during this campaign is directly related to the ability of our associations to get involved," she said.

To assist local associations during the campaign, CAUT has produced an election kit outlining ways associations can get their voice heard during the campaign by organizing local events and activities. The kit also contains sample questions to ask local candidates, fact sheets on the key issues and links to further resources.

This will be a pivotal election for universities and colleges, Czernis said.

"It's important for those of us committed to improving public post-secondary education in Canada to get involved so that all the

## How to Get Involved in the Campaign

Want to make sure the concerns of academic staff are heard during this election? Then roll up your sleeves and get involved. Here are some suggestions for ways to get involved, ranging from rather modest to very ambitious:

### Talk to candidates at your doorstep

When candidates come canvassing, encourage your members to ask candidates about their position on post-secondary education issues. Explain the challenges your institution faces and suggest what the federal government should be doing to better support universities and colleges.

### Meet the candidates

A private meeting with local candidates can be an effective way for a faculty association to educate candidates on the issues. Report on the results of your meeting to your members and the media.

### Contribute to your newsletter

Use your faculty association newsletter to inform colleagues about the key issues affecting post-secondary education in the election.

### Hold a sector meeting with candidates

A sector meeting is one where a coalition of education organizations (K-12 teachers, public school unions, faculty associations, support staff and students) meet as a group with each candidate. These meetings can be private, but often reporters are invited to attend.

### Organize telephone calls to candidates

Recruit colleagues to make telephone calls to the offices of local candidates to express concern about post-secondary education issues. During an election campaign, each telephone call to a candidate is logged by issue — the more calls a candidate receives on an issue, the more likely he or she will see it as a priority.

### Attend all-candidates meetings

At least one all-candidates meeting will likely be held in your local riding during the election campaign. Use this opportunity to organize a group to attend and ask questions about where the candidates stand on key post-secondary education issues. If you're really ambitious, you might even consider organizing a candidates forum yourself.

### Campus canvas

The most effective means of getting your message across is through face-to-face communication. You can organize an effective canvas on campus by using regular meetings, conferences and social gatherings to underline the importance of post-secondary education issues in the election.

### Pledge cards

A more creative way to make sure post-secondary education is an issue in your riding is to ask candidates to sign a pledge about what they would do, if elected, to assist universities and colleges. Such a pledge might be to support CAUT's proposed Post-Secondary Education Act or to implement a national tuition freeze. If a candidate agrees to sign a pledge, turn the signing into a media event. Publicize who has and who hasn't signed the pledge card.

### Report cards

Many groups find that an effective way to highlight their concerns during an election is to grade the candidates on where they stand on the issues. You may find it useful to issue a report card on your candidates' positions on post-secondary education. You can submit written questions to candidates, asking them what they would do to deal with the main issues of concern to colleges and university — accessibility, research funding, federal transfers, infrastructure, faculty retention and renewal and other issues of concern to your members. Based on the responses you receive, give each candidate a grade. Publicize the report card with the media and with your members.

### Winning media coverage

Competition for media attention during an election campaign can be intense. However, with some creativity and planning, you'll find there are a number of ways you can win media coverage for your issues. Letters to the editor are a simple and fairly easy way to highlight your concerns. You may also wish to contact your local paper about submitting an op-ed on why post-secondary education is an important election issue in your community. Don't forget to make full use of your campus and community media. For the truly brave, there are events and actions that can be specifically organized to grab the attention of the media. To highlight the issue of student debt, for instance, you could organize a group to pull a ball and chain across campus. Or you could ask members to wear hard hats one day to draw attention to the poor state of buildings on campus. Be creative!

candidates hear a common message in this election," she said.

CAUT's executive director James Turk agrees that the involvement of local associations will be critical to the success of the campaign.

"I want to encourage all associations to get involved in this cam-

paign, no matter how modest or ambitious," Turk said. "I also want to encourage associations to contact CAUT staff who are ready to assist in organizing local campaign events and activities." ■

Copies of CAUT's election kit and fact sheets are available at [www.caut.ca](http://www.caut.ca).

# MAJOR PARTY PROFILES

## The Liberals

Official Name: Liberal Party of Canada  
Party Leader: Paul Martin  
Web Site: [www.liberal.ca](http://www.liberal.ca)

The Liberals are in favour of the federal government playing an active role in promoting lifelong learning. The last federal budget unveiled a number of measures the Liberals say will promote greater access to post-secondary education. Changes were made to the Canada Student Loan Program that raised loan limits, broadened eligible expenses, raised family income thresholds and improved terms for part-time students. For low-income students, the budget announced a first-year grant program and federal contributions to an individual learning account for children from low-income households. If reelected, the Liberals say they will continue to invest in innovation, with particular emphasis on funding university research that can be commercialized. The Liberal Party has not committed to increasing transfers to the provinces in support of post-secondary education nor has it indicated support for CAUT's proposed Canada Post-Secondary Education Act.



## The Conservatives

Official Name: Conservative Party of Canada  
Party Leader: Stephen Harper  
Web Site: [www.conservative.ca](http://www.conservative.ca)

The major focus of the Conservative Party is on making government more accountable, reducing taxes, ending wasteful spending, increasing funding for the military and improving access to health care. Their response to high tuition and student debt is to increase student loan limits and raise family income thresholds. The Conservatives say they will "encourage families to save for their children's education ... through such measures as the Canada Learning Bond, increased Canada Education Savings Grants and the Registered Lifetime Savings Program." The Conservative Party has not indicated support for CAUT's proposed Canada Post-Secondary Education Act or increased funding for post-secondary education.



## The NDP

Official Name: New Democratic Party of Canada  
Party Leader: Jack Layton  
Web Site: [www.ndp.ca](http://www.ndp.ca)

The NDP election platform includes a national plan to immediately reduce tuition fees by 10 per cent and then freeze fees by increasing federal funding for post-secondary education. The party also promises to replace the privately-administered millennium bursaries with a national needs-based grant program. The NDP would also increase public research funding to halt the "privatization of research on campus." If elected, the New Democrats would enact CAUT's proposed Canada Post-Secondary Education Act and would prevent the creation of for-profit universities and colleges.



## The Bloc

Official Name: Bloc Québécois  
Party Leader: Gilles Duceppe  
Web Site: [www.bloc.org](http://www.bloc.org)

The Bloc Québécois believes that all levels of education, including post-secondary education, are the exclusive jurisdiction of the provinces. The federal government, therefore, should only provide unrestricted and indexed cash transfers to the provinces so that they can respond to the needs of their citizens. For these reasons, the Bloc cannot support CAUT's proposed Canada Post-Secondary Education Act. The Bloc believes that any interference in education policy by the federal government would create a standardization across Canada and would undermine progressive policies adopted by the government of Quebec. For instance, the Bloc notes that tuition fees in Quebec average only \$1,625 a year while in the rest of Canada average fees are almost \$5,000. As well, the average debt load of students in Quebec is \$13,000, compared to \$25,000 elsewhere in Canada. The Bloc also opposes the Canada Research Chair program as another example of a federal intrusion into provincial jurisdiction. The Bloc believes this program should be terminated and the funding rolled into federal cash transfers.







## Of hides and seeking...

**B** iologists are uncertain about the adaptive benefit conferred by zebras' stripes. Each pattern is unique – a fingerprint-like "bar-code" identifier that helps individual herd members recognize each other, especially foals and their mothers. The stripes may also help evade one persistent little predator; tsetse-flies are attracted to broad patches of dark hide, and the stripes seem to confuse them.

More probably, however, the benefit lies in the aspect of *sameness* created by these technically unique patterns. Once roused into flight by a threat, the herd becomes a confused flashing of stripes, which makes it difficult for a predator to maintain focus on an individual target.

It's an interesting metaphor for job hunting in the academic market. Universities may appear confusingly similar, but closer inspection reveals that each offers a unique academic culture, each a unique combination of career opportunities that are perhaps not easily discernable without a closer look. At the University of Windsor, cases in point include an international location where the weather and social climate are both warm and inviting, and a uniquely rewarding and supportive research culture that provides excellent opportunities for community-based research and industrial research partnerships.

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## ACTUALITÉS

### Nouvelle entente ratifiée à l'Université du Manitoba

**L**ES membres du corps professoral de l'Université du Manitoba ont ratifié une nouvelle convention collective le 10 mai dernier. L'entente, portant exclusivement sur les questions de rémunération, a été conclue sans l'intervention d'un tiers.

L'accord de trois ans prévoit une augmentation des échelles de salaires de 3 % par an ainsi qu'une augmentation de 5 000 \$ des planchers, seuils et niveaux maximums des salaires de professeur adjoint, chargé de cours, assistant II, assistant I, bibliothécaire adjoint et bibliothécaire général dès la première année.

Le contrat prévoit également un fonds spécial de 400 000 \$ pour le rajustement des salaires sur les trois prochaines années – 200 000 \$

pour la première année et 100 000 \$ pour chacune des deux années suivantes.

D'autre part, des fonds supplémentaires seront affectés au régime de soins de santé de l'université et les allocations fondées sur le marché – ces suppléments de salaire versés aux membres du corps professoral qui travaillent dans des disciplines sensibles aux fluctuations du marché – seront plafonnées à un niveau maximum annuel de 600 000 \$.

Un protocole d'entente sur le renouvellement des effectifs garantit un niveau minimum de 1 045 membres du corps professoral d'ici le 31 mars 2007, dont 793 membres permanents et stagiaires. ■

English on page A11.

### Prix décernés aux meilleurs reportages

**L**ES journalistes Ann Dowsett Johnston et Eric Warwaruk ont remporté cette année les Prix d'excellence de l'ACPPU en journalisme dans le domaine de l'enseignement postsecondaire.

D'une valeur de 500 \$ chacun, les prix récompensent les meilleurs reportages de l'année sur des sujets clés qui intéressent la communauté de l'enseignement postsecondaire au Canada.

M<sup>me</sup> Dowsett Johnston, envoyée spéciale du magazine Maclean's, a remporté son prix dans la catégorie professionnelle pour son reportage approfondi « Measuring Excellence » (Maclean's, 17 novembre 2003).

M. Warwaruk, gagnant de la catégorie « étudiant », a été récompensé pour son article de fond sur le plagiat dans les campus universitaires « Cheating breaks the barrier » (The Manitoban, 24 septembre 2003).

Les deux prix ont été décernés lors de l'assemblée du Conseil de l'ACPPU, le 30 avril dernier à Ottawa.

Remis pour la première fois en 2001, les prix en journalisme de l'ACPPU rendent honneur au meilleur travail étudiant dans le domaine des nouveaux médias et au travail des journalistes professionnels. Les candidatures sont soumises par des associations de professeurs, des entreprises du milieu des médias et des membres du public. Elles sont évaluées suivant leur intérêt, leur originalité, leur qualité d'enquête et de recherche, leur incidence possible sur les décideurs et leur conformité aux normes professionnelles du journalisme. ■

Traduit de l'article « Best News Stories Win Prizes » (Bulletin de l'ACPPU, mai 2004).

### Un professeur de Regina remporte le Prix Savage

**P**ETER Hemingway, professeur de psychopédagogie à l'Université de Regina, a remporté le prix Donald-C.-Savage de l'ACPPU en reconnaissance de ses 25 années de dévouement à la cause de la négociation collective en milieu universitaire.

M. Hemingway obtient le prix pour le rôle qu'il a joué dans le domaine de la négociation des années 1970 lorsque l'Association des professeurs de l'Université de Regina a été accréditée, pour sa créativité et sa vision en tant que négociateur en chef de nombreuses conventions collectives, pour les mandats qu'il a remplis à titre de président de l'association des professeurs, de membre du conseil et de membre du conseil de direction de la Coopérative de négociation collective de l'ACPPU dans les années 1990 et, enfin, pour le dévouement avec lequel il a siégé à une grande variété de comités.

Selon Paul Gingrich, ancien président de l'association des professeurs de l'Université de Regina, M. Hemingway n'a eu de cesse de travailler au nom des membres du corps professoral durant sa longue carrière et il s'est taillé une solide réputation comme défenseur de la justice et de l'équité pour tous les employés, et particulièrement les femmes. M. Hemingway s'est distingué – et c'est là l'une de ses réalisations les plus notables – en parvenant à amener la question des différences de salaires à la table de négociation.

« Son leadership, son savoir et son exemple ont motivé bien d'autres personnes à consacrer du temps et de l'énergie à la cause de la négociation collective », dit M. Gingrich.

M. Hemingway a reçu le prix lors de l'assemblée du conseil de l'ACPPU en avril. ■

English on page A10.



## NEWS ACTUALITÉS

## SFU reconsidère l'offre de FirstStudentLoan

C'EST avec soulagement que les étudiants de la Simon Fraser University (SFU) ont accueilli la décision de l'université de prendre ses distances vis-à-vis du nouveau programme controversé de prêts privés.

La société FirstStudentLoan (FSL), basée à Toronto et à Vancouver, avait pris contact avec les dirigeants de la SFU plus tôt cette année pour leur proposer un projet visant à accorder presque instantanément aux étudiants admissibles des prêts de crédit pouvant aller jusqu'à 25 000 \$ par an.

L'université, cependant, préoccupée par l'accès facile aux prêts, les taux d'intérêt élevés et les primes de risque associé imposées aux étudiants, a annoncé récemment qu'elle mettait fin à ses discussions avec FSL.

Chris Giacomantonio, président de la Simon Fraser Student Society, a déclaré que FirstStudentLoan « n'a rien à offrir aux étudiants sinon un endettement écrasant et des taux d'intérêt punitifs ».

« Nous sommes heureux que l'administration ait tenu compte des inquiétudes des étudiants et ait pris la bonne décision sur cette question », ajoute-t-il.

Si la SFU n'envisage pas à court terme d'instaurer sur son campus un programme de prêts privés à but lucratif, l'Université de la Colombie-Britannique (UBC) pour-

suit en partenariat avec FSL un projet pilote qui amènerait l'université à mettre sur la table un montant non dévoilé en guise de garantie des prêts privés consentis aux étudiants.

Davis Fleming-Saraceno, agent des relations extérieures de la Simon Fraser Student Society, craint que les démarches de la UBC ne créent un « effet domino » et que d'autres universités et collèges canadiens ne soient déjà en train de négocier discrètement des accords avec FSL.

« Même si les pressions des étudiants et la décision responsable de l'administration de l'université ont mis un frein à l'arrivée de FirstStudentLoan sur le campus de la SFU, la privatisation de la dette étudiante demeure une menace réelle au Canada », déclare M. Fleming-Saraceno.

Selon lui, si la SFU avait accepté la proposition de FSL, la dette étudiante aurait explosé.

Et de conclure M. Fleming-Saraceno : « Les prêts privés n'aident aucunement les étudiants, ils ne font qu'alourdir leur dette et motiver la hausse des droits de scolarité. Ce dont les étudiants ont besoin, ce sont des bourses et des réductions des droits de scolarité, non pas davantage de prêts. » ■

English on page A2.

## Un groupe de travail formule ses recommandations

UN groupe de travail chargé d'enquêter sur le recrutement et la fidélisation des professeurs dans les universités canadiennes affirme que les administrateurs doivent déployer plus d'efforts pour attirer et fidéliser de nouveaux universitaires.

Créé il y a trois ans par la Fédération canadienne des sciences humaines, le groupe de travail estime qu'un nombre trop élevé de nouveaux professeurs d'université ne reçoivent pas l'appui dont ils ont besoin au cours des deux premières années critiques de leur carrière.

« Si les nouveaux universitaires se réjouissent des possibilités de perfectionnement professionnel et personnel qui sont rattachées aux postes conduisant à la permanence, bon nombre également éprouvent souvent des sentiments de désaffection, d'inquiétude et de frustration — sentiments qui ne sont pas toujours pris en charge efficacement par les pratiques courantes en milieu institutionnel », conclut le groupe de travail.

Pour aider les universités à régler ce problème, le groupe de travail formule des recommandations et publie un manuel des pratiques exemplaires qui répondent aux besoins des nouveaux universitaires.

« Tous les départements, facultés, syndicats et administrations

prennent à l'heure actuelle diverses mesures utiles qui favorisent l'établissement d'une communauté d'universitaires, et notre manuel est une compilation de pratiques éprouvées qui sont déjà en place dans de nombreuses institutions au pays », dit Patricia Demers, professeure d'anglais à l'Université de l'Alberta et présidente du groupe de travail.

Pour venir en aide aux étudiants diplômés qui deviendront membres du corps professoral, le groupe de travail recommande que les départements, facultés et administrations établissent des programmes d'encadrement qui aideront les nouveaux professeurs à s'orienter dans le « labyrinthe des attentes et des demandes des établissements ».

De plus, le modèle proposé par le groupe de travail commande aux administrateurs d'adopter des pratiques veillant à ce que l'enseignement et la prestation de services soient répartis de façon juste et équitable et à ce que les professeurs en début de carrière soient pleinement informés de leur progression vers la permanence.

« Selon des observations empiriques, les nouveaux universitaires trouvent le processus de permanence extrêmement stressant », soutient le groupe de travail. « Ils font valoir qu'une grande partie de

ce stress découle du fait qu'ils reçoivent souvent des informations contradictoires, et éminemment politiques, sur le processus en provenance de diverses sources. »

Le groupe de travail soutient également que les universitaires qui occupent des postes contractuels devraient être considérés sur un pied d'égalité avec ceux qui occupent des postes conduisant à la permanence.

« Dans plusieurs disciplines, les professeurs contractuels sont responsables de près de 50 % de l'enseignement au niveau du baccalauréat », observe le groupe de travail. « Leur travail dans notre département est, dans bon nombre de cas, indispensable. Compte tenu du niveau d'engagement envers leur profession et leur carrière universitaire et compte tenu de leur contribution à nos communautés intellectuelles, les nouveaux professeurs embauchés temporairement sous contrat doivent être accueillis dans le milieu universitaire avec le même enthousiasme et le même appui que les nouveaux professeurs permanents. » ■

Le manuel de la FCSH, *The Academy as Community*, sera bientôt disponible à l'adresse [www.fedcan.ca](http://www.fedcan.ca).

English on page A2.

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The top 12 North American public universities included the University of California at Berkeley, the University of Washington and the University of Michigan. The University of Toronto was the only other Canadian university to make this list.

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# BOOKSHELF COIN DES LIVRES

## QUICK REVIEWS



### From Witches to Crack Moms: Women, Drug Law, and Policy

Susan C. Boyd. Durham, North Carolina: Carolina Academic Press, 2004; 392 pp; ISBN: 0-89089-127-3; paper \$37 us.

This book provides a critical feminist analysis of the impact drug law and policy have on women in the U.S. compared with women in Britain and Canada. In order to illuminate the connections between the regulation of illegal drug use in Western liberal states and non-

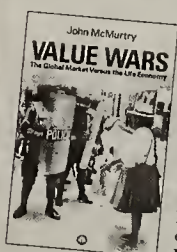
Western states, the drug war's impact on women and indigenous peoples in Colombia is also addressed. Boyd examines how punitive drug laws lend legitimacy to other repressive practices and policies against women. Providing insight into the intersection of the war on drugs and the regulation of reproduction, this book also shows how women's drug use is gendered, class-based and racialized.



### Comings and Goings: University Students in Canadian Society, 1854-1973

Charles Morden Levi. Montreal & Kingston: McGill-Queen's University Press, 2003; 172 pp; ISBN: 0-7735-2442-8; hardcover \$65 ca.

*Comings and Goings* is the first book to connect the study of student life with both the history of the Canadian university as a whole and the role of the university as a career-training institution. Looking at almost 120 years of Canadian history, Charles Levi examines the origins, activities and careers of 1,876 members of the executive of the University College Literary and Athletic Society of the University of Toronto from the inception of the College until 1973. Using an intricate quantitative analysis of data from student records and genealogical sources, Levi charts the history of students' activities at University College, filling a gap in the historiography of higher education in Canada. In an era when all forms of education are being scrutinized to determine if they are fulfilling their functions, *Comings and Goings* shows that the Canadian university has continually adapted to the needs of society as a whole and that Canadian university students have used their educational experiences in innovative ways.



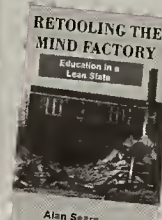
### Value Wars: The Global Market Versus the Life Economy

John McMurtry. London & Sterling, Virginia: Pluto Press, 2002; 304 pp; ISBN: 0-7453-1889-4; paper \$24.95 us.

The slogan "Marxism is dead" was proclaimed almost immediately after the fall of the Soviet Union in 1991. Very soon after, a strange ideological inversion occurred. In place of the "inevitable victory of the proletariat" espoused by Marx, there was the "inevitable process of globalisation," a line now adopted by corporations, politicians and the media the world over. John McMurtry unravels the moral contradictions inherent in this new world order, and argues that it cannot succeed because it is based on essentially inhuman values. Connecting across a broad spectrum of issues including the Iraq and Balkan wars, the Asian and Russian meltdowns, ecological collapse, the privatisation and deregulation of public institutions, and the principles of technology, neo-classical and Marxian economics, McMurtry's compelling study lays bare the battle lines of an emerging global ethical war. Tracking social uprisings across continents from the rural landless and women's movements of the South to the workers, students and civil alliances marching in the North, the author's original "life-ground ethics" explains the unseen bonds uniting people across cultural and class divisions. Defining the clear choices available to us, and taking apart the official line of "no alternative," McMurtry offers a definitive philosophical critique of the global market paradigm and a pathbreaking manifesto for global economic reform.

Quick Reviews produced from information supplied by publishers.

## Making Bad Schooling Worse



### Retooling the Mind Factory: Education in a Lean State

Alan Sears. Aurora, Ontario: Garamond Press, 2003; 282 pp; ISBN: 1-55193-044-7; paper \$26.95 ca.

By JAMES RINEHART

At the core of this sweeping indictment of all levels of the Ontario school system, past and present, is a comparison of the liberal education of the post-World War II welfare state era and the reforms of the Harris government. The book examines some developments in colleges and universities, but most of it relates how elementary and secondary schools went from bad to worse.

Alan Sears maintains the education system has always been racist and sexist in that knowledge is imparted from a European male heterosexual point of view. This emphasis fails to meet the needs or reflect the experiences of people with non-European ancestors, women, gays and lesbians. However, liberal education was susceptible to demands for inclusion. In the 1970s, official multiculturalism and pressure from minorities opened a bit of space for pedagogical alternatives to Eurocentrism and removed some of the more overt racism and sexism.

Despite promoting the idea that some are more gifted and deserving than others, liberal education tried to accommodate even the slowest students and prepared them for paid and household labour. Sears claims, however, that its central and defining mission (in part via liberal arts and history courses) was to develop moral citizens with a Canadian identity. Citizenship training conveyed to students expectations for a secure future and gave them a sense of entitlement to stable jobs and welfare state programs.

Driven by a profits squeeze and an ascendant neo-liberal ideology that "aims to push the market deeper into every aspect of our lives by eliminating or shrinking non-market alternatives," corporate and state restructuring began in the 1970s. This resulted in an economy characterized by a rapid increase in contingent jobs, privatization, deregulated markets, globalized production, and cutbacks in and stricter eligibility requirements for welfare and unemployment benefits, among others.

This harsh economic environment, which Sears calls lean production, is at the root of the Harris reforms. He maintains the expectations and sense of entitlement imparted by liberal education were seen by the Tories as incompatible with the new lean economy and as barriers to preparing students for both good and bad jobs.

To set the stage for reformist measures that would deal with the "disciplinary requirements" of a lean economy the Harris government manufactured a "crisis" in education. The reforms raised the number of mandatory courses, made passing standardized tests a requirement for graduation, focused on teaching job-relevant skills, instituted career planning starting in the early grades (students keep portfolios that relate learning to occupational goals), assigned lots of homework (play is equated with a lean production taboo — waste), strictly enforced stringent disciplinary codes

and cut back liberal arts courses to make room for courses in math, science, computers and business.

Sears contends these changes were aimed more at developing discipline, an entrepreneurial mind-set and pared-down expectations than at skills acquisition. The reforms created a more competitive educational environment, increased the number of failures and drop-outs, reinforced sexism and made an "important break" from multiculturalism.

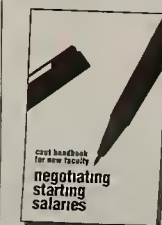
The author's defense of the latter two consequences is not entirely convincing, but the projected increase in failures has been confirmed by a recent report of Professor Alan King. One-quarter of the students who started grade 9 under the new curriculum are unlikely to graduate, compared with one in five under the previous system. The main hurdle is the difficulty of grades 9 and 10 math and science courses required for a diploma.

In addition to social science theoretical literature drawn from several countries, Sears' critique is based on historical and contemporary policy statements, documents and reports of government, educational consultants and business organizations. For the most part he does not examine the extent to which these policies have been implemented. Consequently, the analysis is not anchored in the kind of hard evidence that will convince skeptics, a fact the author admits at the outset. Sears is an activist whose "bold generalizations" are intended to be provocative and "to inform the direction of analysis and activism."

Although there is no discussion of the impact on education of the Tory penchant for tax and spending cuts, it makes sense to understand the reform measures as a response to the emergence of a lean economy and the market orientation of neo-liberal ideology. However, Sears' analysis of historical developments in education makes it clear these reforms do not represent, as he suggests, a sharp break from past emphases on preparing students pedagogically and attitudinally for wage and household labour. Nor does he make a strong case for the claim that post-1970 cultural and economic changes, in conjunction with the reforms, exacerbated the school system's racism and sexism.

The final chapter discusses resistance to the Tory reforms and presents Sears' view of what education should be. He has no faith in reforms within the system. Exciting teachers, smaller classes and a progressive curriculum won't solve problems inherent in an institution that has always been rooted in and shaped by a capitalist system. His ideal, based on the work of Bertold Brecht, is an inclusive, egalitarian, give-and-take participatory relationship between teachers and students in a milieu which is enjoyable, engrossing and playful. Sounds nice, but as Sears acknowledges, it's a utopian goal. ■

James Rinehart is Professor Emeritus, department of sociology, University of Western Ontario and author of *The Tyranny of Work: Alienation and the Labour Process* and co-author of *Just Another Car Factory? Lean Production and Its Discontents*.



### Considering a new job?

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## Santé et sécurité dans les campus

La première conférence nationale de l'ACPPU sur la sécurité des employés et l'hygiène du travail est venue confirmer les sérieuses difficultés auxquelles sont confrontés les universités et les collèges au Canada, selon l'agente de santé et de sécurité au travail de l'ACPPU, Laura Lozanski.

« Les discussions engendrées par les séances plénières établissent clairement qu'il existe bel et bien des dangers dans tous les collèges et universités du Canada », déclare M<sup>me</sup> Lozanski.

La conférence de deux jours, qui s'est tenue en avril dernier, mettait en valeur divers ateliers et présentations qui ont permis aux délégués d'explorer des problèmes qui perdurent, entre autres l'exposition à l'amiante, le stress, les blessures musculo-squelettiques, la violence et la qualité de l'air ainsi que les normes révisées de santé et de sécurité au travail, les techniques d'enquête, les procédures de manipulation sécuritaires et les dangers de la schématisation corporelle.

Parmi les conférenciers et experts invités se trouvaient des représentants du Syndicat canadien de la fonction publique, des Travailleurs et travailleuses canadien(ne)s de l'automobile (TCA), de la Fédération des enseignantes et des enseignants de l'Ontario, des Centres de santé des travailleurs(se)s de l'Ontario Inc et du Centre canadien d'hygiène et de sécurité au travail.

Pam Jacobs, professeure de psychologie à l'Université de Plymouth et auteure principale d'une récente étude du stress en milieu universitaire au Royaume-Uni, a déclaré lors de la conférence que les compressions budgétaires, la surcharge de travail, les droits restreints à la liberté académique et le manque de ressources et de respect sont les causes principales de la montée spectaculaire des taux de stress. Elle a fait observer l'impact que cela avait sur la vie du personnel universitaire.

Cathy Walker, directrice de la santé et de la sécurité au travail des TCA, a animé un atelier très couru sur l'amiante, un danger omniprésent dans les campus universi-

taires du pays. Elle a insisté sur le fait que « ce matériau insidieux affecte tous et chacun » dans les campus et elle a encouragé les délégués à travailler de près avec leurs comités mixtes de santé et de sécurité et les autres syndicats présents dans leurs institutions afin de s'attaquer à ce sérieux problème.

Deux éminents spécialistes de la santé et de la sécurité au travail, Ted Haines de l'Université McMaster et le professeur Paul Gallina de l'Université Bishop's, ont attiré l'attention sur les dangers pour la santé qui existent dans l'environnement universitaire et ont décrit les meilleurs moyens à prendre pour se mobiliser en vue de réduire et de prévenir ces dangers.

L'atelier sur la violence, animé par Jessie Callaghan du Centre canadien d'hygiène et de sécurité au travail, a été l'une des séances les plus recherchées qui avait pour objet d'informer les délégués sur diverses questions allant du harcèlement aux voies de fait en passant par le travail isolé en milieu de travail universitaire.

Selon M<sup>me</sup> Lozanski, le fait que la conférence ait permis de sensibiliser les représentants réunis d'une majorité d'associations de professeurs « témoigne de tout le sérieux avec lequel ils considèrent les questions de santé et de sécurité ».

Le service de santé et de sécurité au travail de l'ACPPU a pour mission avant tout d'aider les associations locales à faire face aux problèmes qui surviennent dans les campus. L'ACPPU a commencé à s'attaquer aux problèmes en diffusant récemment des fiches d'information sur la santé et la sécurité. De plus, le service collabore avec les chercheurs de l'Université McMaster et de l'Université Saint Mary's à une étude sur le stress professionnel dans les universités et les collèges au Canada. L'ACPPU distribuera à chaque association de professeurs une vidéo de l'exposé sur l'amiante que Cathy Walker a fait à la conférence. Les associations pourront ainsi présenter l'exposé à tous leurs membres. ■

English on page A11.

## Regina Professor Wins DCS Award



PETER Hemingway, a professor of educational psychology at the University of Regina, has won CAUT's Donald C. Savage Award in recognition of his 25 years of dedication to collective bargaining in the academy.

Hemingway was awarded for his role in bargaining starting in the 1970s when the University of Regina Faculty Association first certified, his creativity and vision as chief negotiator for numerous collective agreements, his terms of service as chair of the faculty association, as a member of the board and on the executive of CAUT's 1990s collective bargaining cooperative, and his dedicated service on a wide range of committees.

Paul Gingrich, a former chair of the faculty association at Regina, said Hemingway was unrelenting in his work on behalf of faculty members during his long career and had achieved a significant profile as an advocate of justice and fairness for all employees, but particularly women. One of Hemingway's most important contributions was his success in bringing the issue of pay differentials to the bargaining table.

« Dr. Hemingway's leadership, knowledge and example have inspired many to devote time and energies to the development of collective bargaining », Gingrich said.

The Donald C. Savage Award, established in 1997, is named for the former executive director of CAUT. This is only the third time the prize has been awarded. Hemingway received the award on April 30 at CAUT's Council meeting. ■

Version française à la page A6.

## DEDICATED SERVICE AWARDS PRIX POUR SERVICES INSIGNES

### CAUT Recognizes Local Faculty Members

CAUT Council has created a new award – the CAUT Dedicated Service Award – to recognize individuals for exceptional service to their faculty associations. Recipients are nominated by their association and the award is presented at a membership meeting. « We are delighted to be able to give recognition to individuals who have played vital roles in the lives of their associations », said CAUT president Loretta Czernis. The first award winners are listed below.

### L'ACPPU récompense des membres

Le Conseil de l'ACPPU a créé un nouveau prix – le Prix pour services insignes de l'ACPPU – qu'il décerne aux personnes qui ont fourni un service exceptionnel à leur association locale. Les lauréats sont nommés par leur association et le prix est présenté lors d'une réunion de tous les membres de l'association. « Nous sommes heureux de pouvoir récompenser le mérite de personnes qui ont joué un rôle vital au sein de leur association », a dit la présidente de l'ACPPU, Loretta Czernis. Les premiers lauréats de ce prix sont :

Bishop's University  
David C. Seale

Brandon University  
J. Errol Black  
Joseph F. Dolecki  
Dennis S. Oleson

Brescia University College  
Edward A. Bell  
Dennis Hudecki

Carleton University  
Susan Jackson

College Institute  
Educators' Association  
of British Columbia  
Maureen Shaw

Memorial University  
of Newfoundland  
Bernice Schrank  
William E. Schrank

Mount Allison University  
Hans van der Leest

Saint Mary's University  
Guy Chauvin  
Milton Chew

Université de Moncton  
Francis Weil

University of Lethbridge  
Donald L. Bengtson  
Christopher J. Cook

University of New Brunswick  
Gerald Clarke  
Jennie Hornosty  
Richard McGaw  
Gail Storr  
Jon Thompson  
Jack Vanderlinde

University of Regina  
Patricia Fleming

University of Saskatchewan  
Peter C. Dooley  
Donald R. Grant  
Donald L. Hamilton  
Hubert C. Johnson  
Richard D. Regehr  
Mohamed H. K. Shokeir  
R. Jan F. Smith  
Francis Vella  
Peter Y. Walmsley  
K. Wayne Welsh  
J. Alex Wood

University of Western Ontario  
A. Michael Dawes  
Allan Heinicke

York University  
Brenda Spotton-Visano

## COUNCIL HIGHLIGHTS CONSEIL EN BREF

### Nouveaux énoncés de principes

Les nouvelles politiques de l'ACPPU sur l'enseignement à distance et les communications savantes ont été approuvées par le conseil à son assemblée de mai 2004.

L'énoncé de principes sur l'enseignement à distance reconnaît que les universités en tant qu'employeurs peuvent employer abusivement les techniques d'enseignement à distance et couvre certaines des questions essentielles que les associations d'universitaires devraient connaître lorsqu'ils négocient leurs conventions collectives.

L'énoncé de principes sur les communications savantes fait valoir que les intérêts commerciaux restreignent la diffusion et l'analyse des travaux de recherche scientifique et énumère cinq objectifs de la minimisation des préjudices et de la méthode de diffusion privilégiée.

### Policy Statements Adopted at Council

CAUT's new distance education and scholarly communication policies were adopted at last month's council meeting.

The policy statement on distance education recognizes university employers may misuse distance education techniques and covers some of the primary considerations academic staff associations should be aware of in negotiating contract language.

The policy statement on scholarly communication asserts that commercial interests restrict the dissemination and discussion of scholarly research and lists five objectives of harm minimization and reporting choice.

Complete texts of the policies are available at [www.caut.ca/english/about/policy](http://www.caut.ca/english/about/policy).

Les énoncés de principes sont disponibles à l'adresse [www.caut.ca/francais/sousujet/principes](http://www.caut.ca/francais/sousujet/principes).

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## NEWS ACTUALITÉS

## L'Université York fait l'objet de critiques

LES délégués à l'assemblée du Conseil de l'ACPPU ont décidé par une majorité écrasante d'adresser des critiques à l'Université York parce que celle-ci a négligé de fournir promptement une aide juridique à un politologue de l'université qui avait reçu signification d'un avis de libelle diffamatoire de la part d'un ministre du Cabinet de l'Ontario.

Après que sa recherche sur le financement des partis politiques par les sociétés eut paru dans le *Ottawa Citizen*, le professeur adjoint de York Robert MacDermid a reçu des avis de libelle diffamatoire du ministre du Cabinet de l'Ontario de l'époque Tony Clement et de Leslie Noble, un lobbyiste qui avait été conseiller de l'ancien premier ministre de l'Ontario Mike Harris.

L'Association des professeurs de l'Université York a essuyé une rebuffade lorsqu'elle a soutenu que l'université avait l'obligation de fournir une aide juridique indépendante en vertu de la police de l'université couvrant la responsabilité légale, surtout parce que l'université rendait publiques les noms des membres du corps professoral de York, y compris celui de M. MacDermid, que les médias étaient encouragés à consulter.

La motion dispose que le Conseil de l'ACPPU « déplore » les actions de l'administration de l'Université York et demande à « toutes les administrations des universités de fournir une aide juridique indépendante aux professeurs d'université dans tous les cas où leur liberté académique est mise en question ».

De plus, la motion rejette les tentatives en vue de limiter la liberté académique à des domaines étroits de spécialisation. ■

Traduit de l'article « York University Draws Criticism » (*Bulletin de l'ACPPU*, mai 2004).

## Chun Inquiry

From PAGE A1

rights, and to his rights as a faculty member, to determine whether there were violations of a prior agreement (signed in September 2000); to determine how allegations of systemic as well as covert discrimination can be handled by academic institutions to allow situations to be dealt with fairly, thoroughly and expeditiously and to determine appropriate ways for such disputes to be resolved.

«We hope the committee can get to the bottom of this long-standing dispute», said James Turk, executive director of CAUT. ■

Version française à la page A2.

## Universities Ignore Hiring Policy

From PAGE A1

enforce the hiring rule — resulting in many qualified Canadians being bypassed by universities.

According to Turk, CAUT has long argued that a proper hiring policy must include several elements. The first is that job vacancies be made known to Canadians and permanent residents. The second is that each uni-

## Conference Explores Health &amp; Safety on Canadian Campuses

CAUT's first national conference on safe and healthful working conditions confirmed the serious challenges faced by staff at Canada's universities and colleges, according to CAUT occupational health and safety officer Laura Lozanski.

«The discussions stimulated by plenary sessions made clear that hazards exist in every corner of Canadian universities and colleges», Lozanski said.

The three-day event in April featured a variety of presentations and workshops through which delegates explored long-standing issues like asbestos exposure, stress, musculoskeletal injuries, violence and air quality, as well as reviewed occupational health and safety standards, investigation techniques, safe handling procedures and hazard and body mapping, among others.

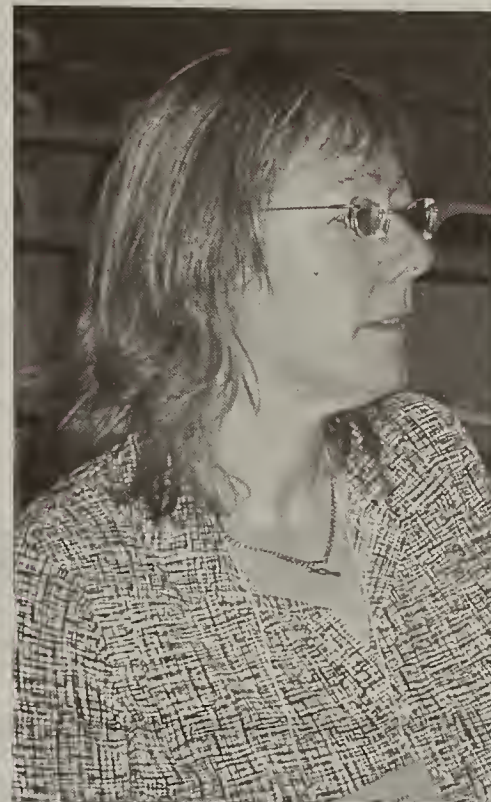
Speakers and resource people included the heads of occupational health and safety for the Canadian Union of Public Employees, the Canadian Autoworkers and the Ontario Secondary School Teachers Federation, and staff from the Occupational Health Clinics for Ontario Workers and the Canadian Centre for Occupational Health and Safety.

Pam Jacobs, a psychology professor at the University of Plymouth and senior author of a recent study of occupational stress in U.K. universities, said funding cuts, job overload, limited academic freedom rights and lack of resources and respect are primary causes of skyrocketing stress rates. She noted what this meant for the lives of university staff.

Cathy Walker, director of health and safety at the CAW, presented a popular workshop on asbestos, a ubiquitous danger on university campuses across the country. She stressed that «this insidious product affects everyone» on campus and encouraged delegates to work closely with their joint health and safety committees and other unions in their institutions to deal with this serious issue.

Leading occupational health and safety experts Ted Haines from McMaster University and Bishop's University professor Paul Gallina drew attention to health hazards in the academic setting and reported on how to best mobilize to reduce and prevent them.

One of the most sought-after sessions was the workplace violence workshop, facilitated by Jessie Callaghan from the Canadian Centre for Occupational Health and Safety. The session was an opportunity to sensitize delegates to issues



Halifax, N.S. — CAUT's health & safety conference held at Saint Mary's University April 2-4 featured leading occupational health & safety experts Pam Jacobs (top), Paul Gallina, Cathy Walker of the CAW & Ted Haines.

ranging from harassment to assault and working alone in academic workplaces.

Lozanski said the fact the conference raised consciousness in bringing together representatives from a majority of faculty associations, «indicates the seriousness with which they treat the issues of health and safety».

A major part of CAUT's occupational health and safety work is assisting local associations in dealing with issues that arise on their campuses. CAUT has begun tack-

ling the problems with the recent issuing of health and safety fact sheets and is working with researchers at McMaster University and Saint Mary's University to undertake a study of occupational stress in Canada's universities and colleges. In addition, CAUT will be making Cathy Walker's conference presentation on asbestos available to each faculty association for showing at membership meetings and other venues. ■

Version française à la page A10.

## Agreement Ratified at Manitoba

A NEW collective agreement covering faculty members at the University of Manitoba was ratified May 10. The deal, restricted to compensation issues, was reached without third party intervention.

The three-year agreement calls for an increase to salary scales of 3 per cent for each year and a \$5,000 increase to salary floors, thresholds and maxima for assistant professor, lecturer, instructor II, instructor I, assistant librarian and general librarian categories in year one. In addition, the contract provides a special fund for salary adjustments of \$400,000 over the next three years — \$200,000 in the first year and \$100,000 in each of the following two years.

The agreement also puts additional funding into the university's health care plan and caps market stipends — salary supplements paid to faculty members in market sensitive disciplines — at an annual maximum of \$600,000.

A letter of understanding on faculty renewal assures a minimum of 1,045 faculty members by March 31, 2007, including 793 tenured and probationary members. ■

Version française à la page A6.

## L'ACPPU est fin prête pour les élections

Suite de la PAGE A4

Pour aider ses membres durant la campagne, l'ACPPU a produit un guide des élections qui propose divers moyens par lesquels les associations peuvent se faire entendre en organisant des activités et des événements à l'échelle locale. Le guide comporte également des exemples de questions à poser aux candidats des circonscriptions, des fiches de données sur les grandes questions qui touchent l'enseignement postsecondaire et des liens vers d'autres ressources utiles.

«Les élections 2004 seront décisives pour les universités et les collèges», déclare M<sup>me</sup> Czernis.

«Il est important que ceux et celles d'entre nous qui se sont engagés à améliorer le système public d'enseignement postsecondaire participent activement à la campagne de sorte que notre message commun soit bien entendu par tous les candidats politiques.»

Le directeur général de l'ACPPU, James Turk, reconnaît que le succès de la campagne sera tributaire de la participation des associations locales.

«J'encourage toutes les associations à se mettre à contribution d'une façon ou d'une autre, peu importe que leur participation soit modeste ou ambidueuse», déclare M. Turk. «J'encourage également les associations à communiquer avec le personnel de l'ACPPU qui se tient à leur disposition pour les aider à organiser les activités et les événements locaux de la campagne.» ■

Vous pouvez vous procurer le guide des élections et des fiches de données de l'ACPPU à l'adresse [www.caut.ca](http://www.caut.ca).







# CAREERS CARRIÈRES

and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.mun.ca>. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. R. Gosline, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, Fax: (709) 737-8975. Reference: CIV-04-01. The search committee will begin to review applications starting August 1, 2004, and will continue to do so until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages qualified women and men, visible minorities, aboriginal people and persons with disabilities to apply.

■ **CIVIL ENGINEERING** – The Royal Military College of Canada, The Civil Engineering Department of the Royal Military College of Canada invites applications for a tenure track position at the level of Assistant Professor with expertise in Reinforced Concrete Structures. Strengthened with advanced Composite Materials. The Department is seeking to strengthen its graduate program and to foster synergies with existing research initiatives within the Department and in collaboration with other departments and organizations. Our graduate program is accredited by CCGS and supports both military and civilian students at the masters and doctoral levels. Financial support can be obtained from within DND (Department of National Defence), other governmental organizations, national funding agencies such as NSERC, and industry. The required qualifications are a PhD in Civil Engineering with an acceptable record of publications in the area of specialty, and acceptable teaching experience. The candidates must also be eligible for registration as a Professional Engineer. The successful candidate should be prepared to teach in his or her area of specialization as well as in other areas of Civil Engineering. Additionally, the successful candidate will be required to conduct an active research program and participate fully in the graduate program. The successful candidate should also be able to communicate in both official languages although the teaching may be in English only. Experience with DND and/or the Canadian Forces is an asset. For further information about this employment opportunity, candidates are invited to contact Dr. Pierre Quenneville in the Department of Civil Engineering at (514) 541-6000, ext. 6394, or by email at [quenneville@rmc.ca](mailto:quenneville@rmc.ca). Information about the Department can also be found in the RMC web pages at [http://www.rmc.ca/academic/civil/index\\_e.html](http://www.rmc.ca/academic/civil/index_e.html). The salary range for an Assistant Professor is \$43,126 to \$74,000 under the collective agreement that expires on 30 June 2004. The starting salary for this position will be commensurate with the experience and qualifications of the successful candidate. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their academic transcripts, a summary of research interests, three sample publications and three letters of recommendation to: Ms. Lucille Mallet, Civil Human Resources Office (Kingston), Canadian Forces Base Kingston, P.O. Box 17000, Station Forces, Kingston, ON K7K 7S4, Phone: (613) 541-5010, ext. 5037, Fax: (613) 541-4496, Email: [mallet.lm@forces.gc.ca](mailto:mallet.lm@forces.gc.ca). The expected starting date for the position is 1 September 2004. The closing date for applications is 30 June 2004. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimc.ca/cic/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

## Head, Palliative Care Alliance

Sunnybrook & Women's College Health Sciences Centre is a large academic health sciences centre fully affiliated with the University of Toronto. We are seeking an experienced academic physician to lead the Palliative Care Alliance. The Palliative Care Alliance at Sunnybrook & Women's is a comprehensive multidisciplinary program which includes an inpatient Palliative Care Unit, and serves the Toronto Sunnybrook Regional Cancer Centre, the comprehensive cancer program at Sunnybrook & Women's, and the hospital patient care units.

The successful candidate will plan, develop and manage the resources required for Palliative Care to function efficiently and effectively, provide medical leadership to all aspects of the Palliative Care Alliance, assume a leadership role in the development of a research program in palliative care, develop and expand education programs in palliative care for undergraduate and postgraduate physicians, nurses and allied health professionals and participate in the regional development of palliative care.

As the Head, Palliative Care Alliance, the appointee will have expertise in clinical care, research and education related to palliative care. A proven track record of peer-reviewed funding and publications is desired.

The successful candidate will report to the Vice President, Regional Cancer Services and the Medical Director, Aging and Long-Term Care Directorate, which houses the inpatient Palliative Care Unit.

The appointee will possess a Fellowship in either the College of Family Physicians of Canada or the Royal College of Physicians and Surgeons of Canada and will be eligible for licensure from the College of Physicians and Surgeons of Ontario. Eligibility for academic rank of Associate Professor or higher at the University of Toronto is also required.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. We have an Employment Equity Program that welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

Please address applications, including curriculum vitae and names of three references by August 15, 2004 to the Search Committee Co-Chairs, Dr. Carol Savka and Dr. Heather MacDonald, Sunnybrook & Women's College Health Sciences Centre, Room T2-025, 2075 Bayview Avenue, Toronto, ON M4N 3M5. Phone: 416-480-4621. Confidential Fax: 416-480-5202.

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curriculum vitae and supporting documents (graduate transcripts, course evaluations) and arrange for three letters of reference to be sent to: Dr. L.A. Curchin, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON N2L 3G1 (email: [lurchin@uwaterloo.ca](mailto:lurchin@uwaterloo.ca)). Candidates who applied for a position in this department in the fall of 2003 may request that their file be reactivated. For more information on the department, please visit our website at <http://classics.uwaterloo.ca>. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.



**Carleton University**  
Canada's Capital University

## President

Carleton, Canada's Capital University, is a major research and teaching institution, and an international leader in the study of public affairs and management, and advanced technologies. With a tradition of anticipating and leading change, Carleton is well positioned to work towards its goal of being the best comprehensive university in Canada. Among Canadian comprehensive universities, Carleton is an innovator in undergraduate education, ranks third in research funding, and has the second largest graduate program.

Through its five Faculties (Arts and Social Sciences, Engineering and Design, Graduate Studies and Research, Public Affairs and Management, and Science), the University offers undergraduate and graduate programs in 50 areas of study to more than 22,000 students, taught by professors renowned nationally and internationally for their scholarship and cutting-edge research. Carleton benefits from its location in the nation's Capital Region and the opportunities offered for unique partnerships in research and in hands-on education. Additional information on Carleton University may be obtained at [www.carleton.ca](http://www.carleton.ca).

The President and Vice-Chancellor is the chief executive officer of the University, an ex-officio member of the Board of Governors, and Chair of Senate.

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**University of Ontario  
Institute of Technology**

## Vice-President (Academic) and Provost

Ontario's newest university, the University of Ontario Institute of Technology (UOIT), located in Oshawa, in the eastern end of the Greater Toronto Area, opened in September 2003 with a 21st-century vision of teaching and research excellence for the professions. Over 900 students are enrolled in its first class, and UOIT is planning for enrolment to grow to 6,500 by 2010. The University combines the academic excellence of a traditional university, with career-focused learning and preparation for productive leadership roles. Nine initial degree programs focus on business and information technology, the preparation of teachers of mathematics and science, nuclear engineering, radiation science, manufacturing engineering, nursing, justice studies, biological science, and physical science. Additional undergraduate, graduate, and post-graduate programs, as well as world-class research opportunities, are being developed. UOIT students and staff have the advantage of a fully networked campus and the wireless use of personal laptops. UOIT shares its campus, and a variety of student and administrative support services, with its independent sister institution, Durham College. To learn more about UOIT, please visit [www.uoit.ca](http://www.uoit.ca).

The Vice-President (Academic) and Provost reports to the President, and is responsible for the planning, development, administration, and integrity of the academic affairs of the University. The successful

candidate for this key leadership role will have appropriate academic credentials and administrative experience, with the imagination, dynamism, and decisiveness to spearhead the University's academic vision, and to collaborate productively with colleagues at Durham College and with leaders of the employer community. Candidates should also possess the ability to communicate effectively, the commitment to consult widely – both internally and externally – and a comprehensive understanding of contemporary university issues.

This is a unique opportunity to contribute to the development of an exciting new institution. UOIT is an equal opportunity employer and welcomes applications from, and nominations of, qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. UOIT will begin to review applications and nominations in mid-June 2004 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please respond in confidence to the address below.

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[uoitprovost@jwasearch.com](mailto:uoitprovost@jwasearch.com)

Janet Wright & Associates Inc.  
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## CAREERS CARRIÈRES



## Faculty Position in Mechanical Engineering University of Saskatchewan Saskatoon, Saskatchewan, Canada

The Department of Mechanical Engineering at the University of Saskatchewan invites applications for a full-time, tenure-track faculty position in the area of **Bioengineering**, covering biomimetics, biomaterials, cell and tissue mechanics, and molecular engineering. Complementary expertise in Mechanics, Design or Manufacturing would be an asset.

Candidates must have a Ph.D. in mechanical engineering or a closely related area such as bioengineering or biomedical engineering. A demonstrated commitment to research and a strong interest in teaching both undergraduate and graduate students is expected. The duties of the successful candidate will include teaching in higher area of specialization, as well as in the general engineering program. The successful candidate is expected to develop an active, externally funded research program and be eligible for P. Eng. registration in the Province of Saskatchewan.

Excellent facilities exist in the Department to support research work. In addition to design, applied mechanics, manufacturing, and instrumentation laboratories, the University is planning to create a Synchrotron-based MEMS fabrication facility. The University has created an exceptional environment for research in life sciences through the Canadian Light Source, i.e., Synchrotron and the Saskatchewan Structural Sciences Centre. The Department also has several materials, fluid mechanics, heat transfer, and applied mechanics laboratories. All research areas involve active computational research programs supported by workstation laboratories.

The appointment will be at the rank of Assistant Professor and subject to budgetary approval. The start date for this position is July 1, 2004, or later.

The Department of Mechanical Engineering is committed to both teaching and high quality, intensive research and comprises 19 faculty. 4 Professors Emeriti actively involved in research, 8 support staff, several P.D's and research associates, approximately 85 graduate students and 250 undergraduate students with B.E., M.Eng., M.Sc., and Ph.D. degrees offered. More information on the Department can be found on our website: <http://www.engr.usask.ca/dept/me/>.

Applicants should send a curriculum vitae, the names and e-mail addresses of at least three referees and a statement of research and teaching goals. Applications should be submitted to: Professor S. Yannopoulos, Head of the Department and Chair of the Search Committee, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9, Fax: (306) 966-5427, E-mail: [sherrt\\_haberman@engr.usask.ca](mailto:sherrt_haberman@engr.usask.ca). Applications should be received preferably before June 30, 2004.

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

waterloo.ca. Send letters of application and three letters of reference to William Chesney, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Deadline for applications: September 30, 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**COMPUTER SCIENCE**—The University of Waterloo, The School of Computer Science invites applications for a tenure stream position in scientific computation. The successful applicant will be expected to participate in the Computational Mathematics program, which is an interdisciplinary program in the Faculty of Mathematics (<http://www.math.uwaterloo.ca/navigation/Current/CompMath/>) and to work with the scientific computation research group (<http://www.sicm.uwaterloo.ca>). Preference is to appoint at the senior level, but exceptionally well-qualified applicants will also be considered for appointment at more senior levels. The research program of the scientific computation group is currently focused on software for PDE-based modeling, medical image processing, and numerical linear algebra. Members of the group have carried out extensive research collaborations in the areas of computational finance, physically based animation, groundwater pollution remediation, and magnetic resonance imaging. The School of Computer Science is a large, diverse academic unit in the Faculty of Mathematics ([http://www.math.uwaterloo.ca/CS\\_Dept/csls\\_undergraduate](http://www.math.uwaterloo.ca/CS_Dept/csls_undergraduate)) and graduate programs are highly regarded, and its researchers receive funding from federal and provincial agencies, as well as from private industry. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. The successful applicant is expected to have a strong background in computational techniques and have a significant interest in an applications area. He or she is expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students and to contribute to the administration of the School. Applications should include a curriculum vitae and the names and e-mail addresses of three referees. The application should be directed to: J.W.

W. Wong, Director, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, csw@cs.uwaterloo.ca. To expedite the handling of applications, candidates should ask those named as referees to direct supporting letters to the same address. The start date of the position is negotiable. Applications will be considered as soon as they are complete and as long as the position remains available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

## E

**■ EARTH & ENVIRONMENTAL SCIENCES**—Okanagan University College. The college is a comprehensive, multicampus institution delivering post-secondary education and training to the population in British Columbia's Southern Interior. With 8,000 full- and part-time students enrolled in 100+ programs, OUC is focused on developing new and more responsive answers to the learning needs of an evolving society and economy. OUC is currently seeking applications for the following position: Assistant Professor, Earth and Environmental Sciences, Faculty of Science—Kelowna, Competition No. 50/AC04, term (part-time) appointment, closing date: June 30, 2004. This position is subject to budget approval. Full details on this and other positions currently open at OUC may be found on our website at [www.ouc.bc.ca/jobs](http://www.ouc.bc.ca/jobs). OUC is committed to employment equity and encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. International applicants are encouraged to apply. In accordance with immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents of Canada). OUC wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

**■ EDUCATION**—The University of Windsor. The Faculty of Education is seeking applications for a tenure-track position in the area of Instructional Technology. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, Ontario N9B 3K4, Tel: 519-253-3000, Fax: 519-253-3001, Email: [progers@uwo.ca](mailto:progers@uwo.ca), 519-971-3612. Email: [progers@uwo.ca](mailto:progers@uwo.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment, 817-665-6608 (toll-free) or [recru@uwo.ca](mailto:recru@uwo.ca).

**■ ELECTRICAL & COMPUTER ENGINEERING**—The University of Waterloo. The Department of Electrical and Computer Engineering invites applications for several tenure-track positions in the following areas: Assistant, Associate or Full Professor in the engineering of embedded, distributed or dependable computer systems. For senior positions, the department seeks exceptional applicants with leadership, vision, and strong records of research accomplishments. For junior positions, the department seeks strong applicants who are early in their careers and have demonstrated excellence in research and teaching. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for career development and professional Engineer is desirable. Highly qualified candidates will be considered for award of a research assistantship. The department currently has more than 600 national members. The graduate programs attract applications from over 200 international applicants, with an enrollment of more than 250 research Master and PhD students. The department offers programs in Computer Engineering, Electrical Engineering, and Software Engineering (which is offered jointly with the School of Computer Science). The department offers an outstanding research environment with research facilities in computer hardware and engineering, digital hardware design and verification, and other ECE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-story community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance and the many recreational opportunities offered by the Great Lakes and Provincial Parks, including canoeing, are available. A curriculum vitae, a statement of research and teaching interests, and the names of three referees should be sent to the Faculty Search Coordinator, whose address is the following: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. If an applicant wishes, an additional soft copy of the curriculum vitae can be emailed to [recru@uwo.ca](mailto:recru@uwo.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

in counselling psychology and in family and domestic violence and will be expected to maintain an ongoing vigorous research program. To expedite the handling of applications, candidates should ask those named as referees to direct supporting letters to the same address. The start date of the position is negotiable. Applications will be considered as soon as they are complete and as long as the position remains available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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## UNIVERSITY OF CALGARY

### Assistant Professor in Remote Sensing

The Department of Geography invites applications for a tenure track position as an Assistant Professor in Remote Sensing. The Department is seeking expertise in remote sensing fundamentals and applications, preferably with research interests relating to modeling the natural environment or human/environmental interactions. The successful applicant will complement existing Departmental expertise in applications relating to the cryosphere, geomorphology, image processing techniques and vegetation processes. Preferred start date for the position is January 1, 2005.

The successful candidate's principal duties include undergraduate teaching, graduate teaching and supervision (in both MGIS and Departmental thesis-based programs at the Master's and PhD levels), and university service. A demonstrated ability and interest in teaching Geography at the Introductory (first year) level would be favourably received; applicants should address this in their letter of application. The successful candidate also will be expected to establish an independent, externally funded research program at the University of Calgary. Candidates demonstrating a strong research record or a clear promise of excellence in research will be given the highest consideration. Applicants should hold a Ph.D. degree at the time of appointment.

The Geography Department, with 24 faculty members currently, offers BA and BSc degrees and a graduate program of study leading to the MGIS, MA, MSc or PhD degrees. The Department plays a leadership role in, and has strong links with, multidisciplinary undergraduate programs including Environmental Science, Earth Science and Transportation Studies. The Department's graduate MGIS program enrolls approximately 75 students and provides the core for a significant faculty concentration of expertise in GIS, Remote Sensing and Spatial Statistics. State-of-the-art research, teaching, computing and analytical facilities are available in the Department, particularly in the area of Remote Sensing and GIS.

The closing date for applications is **July 31, 2004**. Applicants should provide a letter of application that includes a discussion of their teaching philosophy and interests as well as a detailed statement of their current and proposed research program. A curriculum vitae, evidence of teaching and research ability, including reprints of recent publications also should be included.

Apply: **Chair, Search Committee**, Department of Geography, University of Calgary, at the address below. Fax (403) 282-6561.

Please do not respond by email to this advertisement.

Further information about the Department may be found at: <http://www.ucalgary.ca/geog>

### Instructor in Post-Confederation Canadian History

The Department of History invites applications for a two year limited term position in Post-Confederation Canadian history at the rank of Instructor effective January 1, 2005 to December 31, 2006. The Department is looking for someone who specializes in women's and gender history. In particular, knowledge of the Canadian West, Aboriginal history and post-colonial history is strongly desired. The successful applicant will teach undergraduate courses and will read with Graduate students. A completed PhD is strongly desired.

The deadline for applications is: **June 30, 2004**

Applicants should send a CV, examples of their publications, evidence of effective teaching and arrange to have three letters of reference sent to: **Dr. David B. Marshall**, Head, Department of History, University of Calgary, at the address below. Fax: (403) 289-8566; Email: [marshall@ucalgary.ca](mailto:marshall@ucalgary.ca)

## University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit [www.ucalgary.ca/hic/career](http://www.ucalgary.ca/hic/career)



## CAREERS CARRIÈRES

engineering and related areas in electrical and computer engineering. Industrial experience is desirable, and the candidate must be willing to seek Ontario registration as a Professional Engineer. Applications will be considered until the position is filled. The Department of Computer Engineering offers undergraduate programs in Computer Engineering, Electrical Engineering, and Mechanical Engineering and Systems Design (Mechanical), and Software Engineering (which is offered jointly with the School of Computer Science). The undergraduate programs have an enrolment of over 1,200 of the top students in Canada. All students in the Department participate in Waterloo's prestigious co-op work program, which produces some of the most highly sought after graduates in Canada. The successful candidate will be expected to teach courses in Software Engineering and related areas in the programs offered by the Department. The primary duties include teaching, academic advising, and laboratory management and supervision. There will be some administrative responsibilities and involvement in scholarly activities such as research and professional development. There are opportunities for rich interaction among software engineering faculty in Department of Computer Engineering, School of Computer Science, and the School of Computer Science. The Department currently has more than 60 faculty members, including a goal of 10 Lecturers. The Department offers an outstanding research and teaching environment with laboratories in VLSI, communication, software, hardware, distributed systems, microelectromechanical systems, and nanotechnology. The graduate programs attract the top Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. Faculty benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights in the inventor. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a detailed curriculum vitae, statement of career objectives, and the names of at least three references. Supporting letters of reference should describe the candidate's range of teaching interests, expertise, and experience. Please direct all correspondence to the Faculty Search Coordinator, whose address is below. Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Ave., West Waterloo, ON, N2L 3G1. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING**  
Memorial University of Newfoundland  
The Faculty of Engineering and Applied Science invites applications for three regular term or teaching term appointments in the field of Computer Engineering. Desired areas of expertise include software design, digital hardware design, computer architecture, hardware/software co-design, embedded and real-time systems, and communication systems. Candidates should have a Master's degree or preferably an earned PhD degree in Computer Engineering, Electrical Engineering, or a cognate area. The appointments are for an initial 3 year term at the rank of Lecturer or Assistant Professor, depending on the qualifications of the candidate. Successful candidates will be expected to participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, developing undergraduate laboratories, supervising graduate students, and other educational, scholarly and professional activities. The successful candidates should be eligible to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established cooperative undergraduate programs in both Electrical Engineering and Computer Engineering, and active graduate and research programs as well as ongoing collaboration with local, national and international industry. For information on the Faculty of Engineering and Applied Science, visit [www.eng.mun.ca](http://www.eng.mun.ca). Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at [www.mun.ca](http://www.mun.ca). Applicants should send a curriculum vitae, the names of three references and a one-page statement of teaching and research interests. Copies of three relevant technical publications may also be included. Forward to: Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, Fax # (709) 737-8975. Reference: CNP-04-01. The search committee will begin to review applications on July 23, 2004 and will continue to do so until the positions are filled. The positions are subject to budgetary approval. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified applicants are encouraged to apply, however Canadian citizens and permanent residents will be given priority.

**ENGINEERING DESIGN** - Memorial University of Newfoundland. Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor level commencing September 1, 2004 or earliest thereafter, in the area of Engineering

Design and Product Realization. Rank and salary will be commensurate with qualifications and experience. Applicants should hold an earned doctorate or masters degree in engineering, and have significant relevant industrial experience related to engineering design and product realization. Qualified candidates from any engineering discipline who possess a broad background in design, product realization and commercialization are encouraged to apply. Preference will be given to candidates with experience in the full design cycle, from conceptual development, through testing, market development, and into manufacturing. Experience with modern design and prototyping technologies would be a significant asset. The successful candidate will be required to teach and develop undergraduate and graduate courses, conduct applied research and development with industry, and supervise co-op and graduate students. The successful candidate will be involved in multidisciplinary design programming, discipline-related design instruction, fostering entrepreneurship in both students and faculty, and in the operation and development of industrial Outreach activities within the Faculty of Engineering and Applied Science. Eligibility for registration as a Professional Engineer in Newfoundland is required. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an

important role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.mun.ca>. Applicants should send a curriculum vitae together with the names of three references, a brief statement of teaching and research interests, and copies of up to three relevant technical publications. Applications should be forwarded to: Dr. R. Gosine, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, Fax # (709) 737-8975. Reference: OES-04-01. The Search Committee will begin to review applications starting July 15, 2004, and will continue to do so until the position is filled. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



Schulich School of Medicine | The University of Western Ontario

## Sheldon H. Weinstein Chair in Diabetes Research

The Schulich School of Medicine at The University of Western Ontario invites applications to fill the Sheldon H. Weinstein Chair in Diabetes Research. The role of this Chair is to lead the University's research efforts in Type 1 diabetes.

The successful applicant will have access to state-of-the-art core facilities in the London including the London Regional Genomics Centre, a city-wide genomics core research facility which supports high-throughput genome analysis; London Regional Proteomics Centre, providing state-of-the-art structural biology and mass spectrometry analyses; London Regional Innovarium, a network of state-of-the-art animal facilities; and London Regional In Vitro Molecular Imaging Centre, a network of advanced microscopy and molecular imaging facilities.

With a full-time enrolment of about 32,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is in London, a city of 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events (see <http://www.goodmovielondon.com>).

The successful candidate would normally be appointed at the rank of Associate Professor or Professor with tenure to the most appropriate department(s) in the Schulich School of Medicine, dependent upon qualifications and experience. Qualified applicants must have a PhD, M.D., or equivalent degree and an outstanding research record. The successful applicant will be expected to establish an independent research program and to participate in teaching at the undergraduate and graduate levels. As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. Additional information on the Schulich School of Medicine is available at <http://www.fmd.uwo.ca>.

Nominations or direct applications are sought now, and the position is open until filled. Applications will be reviewed beginning July 2004. Please send a detailed curriculum vitae, a statement of research interests, and the names of three references to:

Dr. Jack Bend  
Associate Dean - Research, Faculty of Medicine & Dentistry  
Health Sciences Addition Room H110A  
The University of Western Ontario  
London, Ontario CANADA N6A 6C1

Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



## Simon Fraser University Visiting Professor in Women's Studies

The Women's Studies department at Simon Fraser University is seeking a candidate with an outstanding women's studies background in research and teaching for the Ruth Wynn Woodward Endowed Professorship One-Term Chair.

This position would be ideal for someone on sabbatical who would be able to teach a one term course in the Spring term of 2005 (January to April 2005). The stipend for this position will be \$30,000. In addition to teaching a one-term course, the Chair would also be expected to give a public lecture to a wider community and to interact with the women's community in B.C. The Chair's position also will have a small research stipend and academic office support.

The areas of teaching are open, but special consideration will be given to those who could teach either Introduction to Western Feminisms or give a course on some contemporary issue in social science, politics, or health care.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Candidates should have two letters of reference and a curriculum vitae sent to the department to: Marjorie Griffin Cohen, Chair, Women's Studies Department, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, [mcohen@sfu.ca](mailto:mcohen@sfu.ca), Phone: 604-291-5526; Fax: 604-291-5518.

Completed applications must be received by the Women's Studies Department no later than July 30, 2004. Please send the CV as a hard copy either by regular mail or by courier. Letters of reference may be sent by email or fax, providing a signed copy of the letter is sent at the same time.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Email enquiries are welcome and should be sent to [mcohen@sfu.ca](mailto:mcohen@sfu.ca).



KAMLOOPS, BRITISH COLUMBIA

UCC invites applications for the following position:

## FACULTY MEMBER TOURISM MANAGEMENT Full-Time, Continuing

Competition #04-061

For further information about this position, please visit our website at:

<http://www.cariboo.bc.ca/hr/job.htm>

We wish to thank all applicants; however, only those under consideration will be contacted.



## Dalhousie University Positions in Biological/Environmental Engineering Department of Biological Engineering

The Department of Biological Engineering at Dalhousie University invites applications for two full-time probationary tenure-track faculty positions at the rank of Assistant Professor in Biological/Environmental Engineering. It is expected that the appointments will be made by September 1, 2004 or as soon as possible thereafter. The candidates should have a Ph.D. degree in the areas of Industrial Biotechnology/Environmental Engineering. Applicants must demonstrate excellent research potential and teaching ability. The successful candidates will be expected to teach courses at both undergraduate and graduate levels, and supervise graduate students.

The successful applicants must have strong communication skills and will be expected to provide strong leadership in the development of research program in their respective areas of expertise. Membership or eligibility for membership in the Association of Professional Engineers of Nova Scotia (APENS) or another Canadian province is an essential requirement. Industrial experience will be considered as an asset.

The Department of Biological Engineering offers B.Eng., M.Eng., M.A.Sc., and PhD degrees in Biological Engineering and the B.Eng. degree in Environmental Engineering. The Department is also a major partner in the interdisciplinary graduate degrees (M.Eng. and M.A.Sc.) in Environmental Engineering and in the PhD degree in Engineering with specialization in Environmental Engineering.

Applications including a curriculum vitae, statements of research and teaching interests, and the names of at least three references, may be submitted in confidence to:

Dr. N. Ben Abdallah, Head  
Department of Biological Engineering  
P.O. Box 1000, Halifax, Nova Scotia B3J 2X4  
or by e-mail to [Bio.Engineering@Dal.ca](mailto:Bio.Engineering@Dal.ca)

Consideration of applications will begin on June 15, 2004 and will continue until the position is filled. Applications should clearly indicate the position applied for: Industrial Biotechnology, or Environmental Engineering.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

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## CAREERS CARRIÈRES

## EXECUTIVE DIRECTOR, FINANCIAL SERVICES

## The University of Victoria

The University of Victoria's vision is to be a university of choice for outstanding students, faculty and staff from British Columbia, Canada, and the world. The University provides students and faculty with a unique learning environment, recognized for its commitment to research, scholarship and experiential learning, and for its outstanding social, cultural, artistic, environmental and athletic opportunities. Located on Canada's spectacular West Coast, UVic enrolls 18,000 students, more than 2,300 of them in graduate programs, and employs more than 4,000 staff, including approximately 700 faculty. Annual expenditures exceed \$300 million, including approximately \$50 million in faculty research awards, and an operating budget of over \$220 million. The beautiful UVic campus is a result of careful planning, and in recent years has seen considerable expansion. For more information about the University of Victoria, visit [www.uvic.ca](http://www.uvic.ca).

The Executive Director, Financial Services is responsible for the overall accounting of the University's financial resources, provides leadership within the Financial Services portfolio, and participates actively as a member of the Vice-President's team to provide outstanding support for the academic mission and demonstrate fiscal responsibility to the University's many stakeholders.

The ideal candidate will have outstanding organizational, interpersonal and communication skills, knowledge of the portfolio areas, and experience at a senior level within a complex public-sector environment. The ability to think analytically and creatively in support of the University's principles and vision, and to connect with the academic community at all levels, is essential. A university degree with accounting designation is preferred. Financial management within a university or complex public-sector, unionized environment – breadth in more than one sector would be an advantage.

This is a challenging opportunity to play a leadership role in a first class university. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



University  
of Victoria



Should you want to learn more about this unique leadership opportunity, call Libby Obytkowski or Alex Verdecchia at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Providence Consulting, Suite 202 – 1555 Manne Drive, West Vancouver, BC V7V 1H9 Fax: (604) 913-8356, e-mail [search@providenceconsulting.com](mailto:search@providenceconsulting.com) To apply on line, go to [www.providenceconsulting.com](http://www.providenceconsulting.com) We will communicate with all who express interest



UNIVERSITY OF  
ALBERTA  
EDMONTON, ALBERTA, CANADA

## President and Vice-Chancellor

The University of Alberta invites nominations and applications for the position of President and Vice-Chancellor. The appointment, for an initial five-year term, begins July 1, 2005.

The University of Alberta has a clear vision – to be indisputably recognized, nationally and internationally, as one of Canada's finest universities and among a handful of the world's best. The University plays an integral role in the educational, business and cultural life of Alberta through the impact of its integrated mandate of teaching, research and community service.

Last year the University enrolled more than 34,000 students, employed 12,152 staff and granted 7,317 degrees to graduates of 200 undergraduate and 170 graduate programs. A research-intensive, medical-doctoral institution, the University of Alberta offers a full range of educational programs and has designated 26 areas of established and emerging research excellence. Revenues in 2003/04 were approximately \$1 billion, including more than \$350 million in external research funding. The University of Alberta ranks first in the number of 3+ year 1st class honours awarded nationally to recognize teaching excellence. Faculty and students have a remarkable record of achievement, placing the University among the top five in the country on a variety of performance indicators. Further information about the University of Alberta may be found at [www.ualberta.ca](http://www.ualberta.ca).

The President and Vice-Chancellor, as chief executive officer of the University, is a member of the Board of Governors and oversees the University's academic and business affairs and government relations. The successful candidate for this position will have an outstanding record of scholarship and academic leadership, extensive administrative and management experience, and compelling communications abilities.

Nominations and applications, including the qualifications and accomplishments on the basis of which the individual merits consideration, should be submitted in confidence to the address shown below. The Presidential Search Committee will begin consideration of candidates in late June 2004.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. The University is committed to the principle of equity of employment. The University welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

Janet Wright & Associates Inc.  
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Fax: 416-923-8311  
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Simon Fraser University  
Faculty of Health Sciences  
Tier II Canada Research Chairs  
in Health Sciences

Simon Fraser University is internationally recognized for research and teaching excellence in the liberal arts and sciences, and for innovative interdisciplinary and professional programs. The new Faculty of Health Sciences will extend and enhance this reputation. In conjunction with a new innovative Masters program in Population and Public Health, beginning in September 2005, we are seeking two Tier II Canada Research Chairs. A major emphasis of the new program is to enhance skills in collaborative community health research, advance the ability to prevent disease, and increase understanding of the complex inter-play among types and levels of societal investment in health and social systems, the resulting trade-offs and implications for public policy-making.

The Canada Research Chair Program is supported by the Government of Canada and was established to enable Canadian Universities to achieve the highest levels of research excellence. Information about the program may be found at <http://www.chairs.gc.ca>.

Candidates should have the potential to become acknowledged international leaders in their discipline. Appointments will be made in accordance with the university's strategic research plan. (See website <http://www.sfu.ca/vpresrch/>). The salary and rank will be based on qualifications and experience. The appointments will be made at the Assistant or Associate Professor level, depending on the qualifications and experience of successful candidates. The start date is expected to be September 1st, 2005. Additional information about these positions and the Faculty of Health Sciences may be found at [http://hs.sfu.ca/faculty\\_openings.php](http://hs.sfu.ca/faculty_openings.php) or [http://www2.sfu.ca/vpacademic/Faculty\\_Openings](http://www2.sfu.ca/vpacademic/Faculty_Openings).

Applications will be reviewed commencing October 31st, 2004; however, positions will remain open until filled. Please send a full C.V., a descriptive statement on research plans and teaching activities and the names of six referees to: Dr. David MacLean, Chair, CRC Search Committee, Faculty of Health Sciences, WMC 2812 Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. These appointments will be contingent on the candidates being approved for CRC Chairs by the CRC Secretariat. These positions are also subject to budgetary approval by the University.

Simon Fraser University  
Tenure-Track Positions  
Faculty of Health Sciences

Simon Fraser University is internationally recognized for research and teaching excellence in the liberal arts and sciences, and for innovative interdisciplinary and professional programs. The new Faculty of Health Sciences will extend and enhance this reputation. In conjunction with a new innovative Masters program in Population and Public Health, beginning in September 2005, we are seeking seven new faculty positions. A major emphasis of the program is to enhance skills in collaborative community health research, advance the ability to prevent disease, and increase understanding of the complex inter-play among types and levels of societal investment in health and social systems, the resulting trade-offs and implications for public policy-making.

We invite applications for the following tenure-track positions in these areas:

- Health Economics
- Epidemiology (three positions)
- Qualitative Research Methods in Health
- Biostatistics
- Public Health/Community Medicine

Successful applicants will have demonstrated teaching and research excellence. All academic ranks will be considered. Detailed information about these positions and the Faculty of Health Sciences can be found at [http://hs.sfu.ca/faculty\\_openings.php](http://hs.sfu.ca/faculty_openings.php) or [http://www2.sfu.ca/vpacademic/Faculty\\_Openings](http://www2.sfu.ca/vpacademic/Faculty_Openings).

Applications will be reviewed commencing September 30, 2004; however, positions will remain open until filled.

Please send a full C.V., a descriptive statement on research plans and teaching activities, and the names of three referees to: Dr. David MacLean, Chair, Faculty Search Committee, Faculty of Health Sciences, WMC 2812 Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Positions are subject to final budgetary approval.



# CAREERS CARRIÈRES

## CANADA RESEARCH CHAIR IN VETERINARY SCIENCE

The Department of Pathobiology, Ontario Veterinary College, University of Guelph (<http://www.uoguelph.ca/pathbio/>), seeks applications for a Tier 2 Canada Research Chair (NSERC), funded under the Canada Research Chairs program (<http://www.chairs.gc.ca>). The appointment will be in a tenure-track position at the Assistant or Associate Professor rank. The Chair holder will contribute to the multi-disciplinary Centre for Advanced Studies in Host-Parasite Adaptation (CASHPA), which addresses host-parasite-environment interactions that affect animal health.

The successful candidate will have a PhD or equivalent advanced degree with an outstanding research record in one of the following areas: veterinary anatomy or clinical pathology, comparative pathology, infectious diseases of animals or immunology. Candidates with an outstanding record in wildlife disease or of zoonotic or wildlife disease aspects of virology will also be considered. Candidates will be expected to compete successfully for federal operating grants through the Natural Sciences and Engineering Research Council of Canada (NSERC) and/or the Canadian Institutes for Health Research (CIHR). A major focus of the position will be research and graduate student education, but some undergraduate teaching in the BSc. and/or DVM program will be expected. Strong emphasis will be placed on the ability to interact and collaborate effectively with colleagues, and to operate as a member of a research team as well as independently.

The deadline for applications is August 31, 2004, or until a suitable candidate is found. Please send a curriculum vitae completed as required by the CRC Program, including a statement of your research interest, and the contact information for three references to: Dr. Carlton Gyles, Chair, Selection Committee for Tier 2 CRC, Department of Pathobiology, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1 Canada.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

UNIVERSITY  
of GUELPH

## NSERC University Faculty Awards

The Faculty of Science at Mount Allison University is seeking to nominate up to six candidates for NSERC University Faculty Awards (UFA) over the next three years, beginning in the fall 2004. This award is available to women and aboriginal scientists who are citizens or permanent residents of Canada. Mount Allison will sponsor the UFA application and the successful candidate will be offered a tenure-track position at the Assistant Professor level, conditional upon their acceptance into the UFA program. Interested candidates should consult the eligibility criteria for the UFA at: [http://www.nserc.ca/professors\\_e.asp?nav=profnav&lb=c7](http://www.nserc.ca/professors_e.asp?nav=profnav&lb=c7)

Mount Allison University offers undergraduate programs in Biology, Biochemistry, Chemistry, Computer Science, Environmental Science, Geography, Mathematics, Physics and Psychology as well as a limited Graduate Program (M.Sc.) in Biology and Chemistry. Applications from individuals with interdisciplinary research interests are especially welcome.

Mount Allison University is a primarily undergraduate institution of about 2250 students located in Sackville, New Brunswick. The Faculty of Science offers a superior education to a select student population. Faculty research programs regularly include undergraduate researchers.

Applications for the fall 2004 competition will be received until July 12, 2004. An application should include a detailed curriculum vitae, a statement on teaching and research interests, and the names of three referees. The applicant should arrange for three letters of reference to be sent directly to Mount Allison University. Enquiries and applications should be directed to:

Dr. Margaret Beattie  
Dean of Science  
Mount Allison University  
Sackville, NB, Canada E4L 1E4  
Fax: (506) 364-2301, Email: [ufa@mta.ca](mailto:ufa@mta.ca)

Mount Allison  
UNIVERSITY  
Founded 1839

Positions are subject to budgetary approval. Mount Allison University has an employment equity programme and encourages applications from all qualified women, including aboriginal peoples, persons with disabilities, and members of visible minorities. Visit our web site at [www.mta.ca/employment](http://www.mta.ca/employment) for other employment opportunities at Mount Allison.

## CANADA RESEARCH CHAIR IN EXPERIMENTAL SOFT CONDENSED MATTER PHYSICS

The Department of Physics invites applications from outstanding scientists for a Tier I (Senior) Canada Research Chair. The area of Experimental Soft Condensed Matter Physics has been identified as a research priority at the University of Guelph and the Department is particularly interested in candidates working in the field.

The Guelph Physics Department has 18 faculty members offering strong programs in research and teaching up to the PhD level. The graduate and research programs are enhanced by participation in the Guelph-Waterloo Physics Institute (GWPI), the Biophysics Interdepartmental Group (BIG), and the Guelph-Waterloo Centre for Graduate Work in Chemistry (GWC). Some of our faculty members are active participants in the Canadian Advanced Food and Materials Network (NCE), Centre for Food and Soft Material Science, the Shared Hierarchical Academic Research Computing Network (SHARC-Net) and the Guelph Scanning Proton Microprobe Facility. Associated with these centres there has been an infusion of new equipment including 500 and 600 MHz NMR spectrometers, a modern proton accelerator, scanning probe microscopes, an X-ray generator and a 500 node Beowulf supercomputer cluster. Guelph faculty members participate in many national research facilities, including the Neutron Beam Facility at Chalk River, the Sudbury Neutrino Observatory (SNO), the TRIUMF particle and nuclear physics facility and the Canadian Light Source. Experimental and theoretical research areas include atomic and molecular physics, biophysics, computational physics, condensed matter (both hard and soft), gravitational physics and subatomic physics. For more information, see the Department's web site at <http://www.physics.uoguelph.ca>. Complete information about the Canada Research Chair program may be found at <http://www.chairs.gc.ca/>.

The successful candidate will have a PhD in physics, biophysics or a closely related field and will have a proven record of research excellence in experimental soft condensed matter physics. The candidate will be expected to continue a vigorous, externally funded research program and will take part in the Department's teaching program at both the graduate and undergraduate levels.

To apply submit a letter of application, curriculum vitae, statement of research interests, publications list and three professional letters of reference to: J. H. Davis, Chair, Department of Physics, University of Guelph, Guelph, Ontario N1G 2W1. The deadline for applications is July 31, 2004.

The University of Guelph is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal peoples, persons with disabilities, women, and members of visible minorities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY  
of GUELPH

Memorial  
University of Newfoundland

## ASSISTANT PROFESSOR IN HEALTH CARE ETHICS Faculty of Medicine

The Faculty of Medicine is recruiting for a tenure track position in Health Care Ethics at the level of Assistant Professor. The position will commence as of August, 2004.

The incumbent's responsibilities will include teaching and related activities in the ethics-humanities for undergraduate, graduate, and post-graduate programs, and to provide clinical ethics support for the Health Care Corporation of St. John's. The successful candidate will have an active program of research.

A PhD in a relevant field with post-graduate training and/or experience in the field of health care ethics is strongly preferred. Preference will be given to an applicant with clinical ethics experience in a medical or hospital setting. A cross appointment with a relevant department in the Faculty of Arts is possible.

Review of applications will begin as of June 14, 2004.

In the interests of expediting the review process candidates are asked to forward electronically a cover letter in which they describe their interest in and qualifications for this position (two pages maximum) and a curriculum vitae to [dpullman@mun.ca](mailto:dpullman@mun.ca). Hard copies of the above documents, together with a sample of the candidate's written work should be sent to the chair of the search committee. In addition, candidates should ask three references to send letters of recommendation directly to the chair.

Daryl Pullman, PhD, Chair  
Health Care Ethics Search Committee  
Faculty of Medicine  
Memorial University of Newfoundland  
Health Sciences Centre  
St. John's, Newfoundland and Labrador A1B 3X6

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

## Arts et sciences

La Faculté des arts et des sciences  
sollicite des candidatures pour :

> un poste de directeur ou directrice pour le Centre de recherches mathématiques de l'Université de Montréal.

Date d'entrée en fonction  
Variable selon la disponibilité du candidat.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université soutient à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations,  
veuillez consulter notre site web :  
[www.fas.umontreal.ca](http://www.fas.umontreal.ca)

Université  
de Montréal

## Tenure-Stream Faculty, Accounting

York University is Canada's third-largest university, with some 47,000 full- and part-time students in ten faculties.

The Schulich School of Business is seeking tenure-stream faculty in accounting at the Assistant or Associate Professor level, effective July 1, 2005. Candidates should have a strong commitment to scholarly research and publication (for senior appointments, a record of publication in high-quality refereed journals is required), be qualified to teach financial or managerial accounting or taxation, possess a completed doctorate (or be near completion), and have a commitment to effective teaching (for senior appointments, evidence of effective teaching is required).

[www.yorku.ca](http://www.yorku.ca)

Salary and benefits are competitive. This position is subject to budgetary approval. Please e-mail your application letter and curriculum vitae, by September 15, 2004, to: Professor Alan J. Richardson, Accounting Area Co-ordinator, at [arichardson@schulich.yorku.ca](mailto:arichardson@schulich.yorku.ca)

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadajobs](http://www.yorku.ca/acadajobs) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



Schulich  
School of Business

YORK  
UNIVERSITY  
redefine THE POSSIBLE



## CAREERS CARRIÈRES



### FACULTY POSITION IN COMPUTATIONAL PHYSICS Department of Physics & Physical Oceanography

The Department of Physics and Physical Oceanography at Memorial University of Newfoundland invites applications for a senior faculty position from individuals in the area of computational physics. In addition to an active research program and teaching at the graduate and undergraduate levels, the successful candidate will be expected to play a leadership role in the development of high performance computing at Memorial University and the ACEnet initiative. ACEnet is a CFI funded research computing consortium involving several Universities in Atlantic Canada for which Memorial is the lead institution. The appointment will be made at the rank of Associate Professor or Professor. Applicants should have a doctoral degree in an appropriate discipline and a record of academic excellence appropriate to an appointment to a faculty position in the senior ranks. The anticipated starting date is April 1, 2005.

Numerical simulation and modeling is a critical area of research focus within the Department's current research programs in experimental and theoretical condensed matter physics and physical oceanography (for more details, see the Department's web site: [www.physics.mun.ca](http://www.physics.mun.ca)). Many members of the Department participate in the interdisciplinary MSc degree program in Computational Science and the successful applicant will also be expected to participate in and contribute to interdisciplinary activities in this area.

Applications, including a C.V., the names of three references and a statement of research interests, should be submitted to:

Dr. J.P. Whitehead, Head  
Department of Physics and Physical Oceanography  
Memorial University of Newfoundland  
St. John's, NL A1B 3X7

Consideration of applications will begin **October 31st, 2004**

Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resumes for possible matching with other job opportunities.



### Various Positions, Department of Pediatrics Faculty of Medicine

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) is inviting applications for the following Faculty positions at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience:

- Pediatric Hematology-Oncology: **Staff Physicians, Cole Research Chair**
- Pediatric Nephrology: **Staff Physicians**
- Pediatric Infectious Diseases: **Director, Staff Physicians**
- Pediatric Medical Emergency: **Staff Physicians**
- Medical and Biochemical Genetics: **Staff Physicians**
- Newborn Medicine: **Staff Physicians**
- Developmental and Behavioral Pediatrics: **Director, Staff Physicians**
- Pediatric Dermatology: **Staff Physicians**
- General Pediatrics: **Director, Staff Physicians**
- Medical Scientists: **M.D. or Ph.D.**

The selected candidates must be eligible for licensure within the province of Quebec.

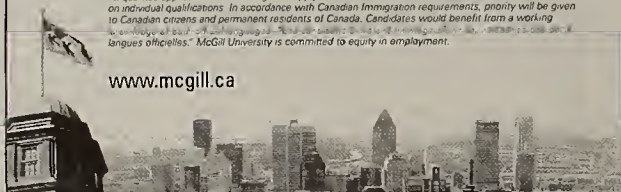
Candidates applying for the positions of Director must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishment in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute and MUHC R.I.

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference.

Dr. Harvey J. Guyda, Chair  
Department of Pediatrics  
The Montreal Children's Hospital  
Room C-414, 2300 Tupper St.  
Montreal, Quebec H3H 1P3  
E-mail: [harvey.guyda@muhc.mcgill.ca](mailto:harvey.guyda@muhc.mcgill.ca)  
Telephone: 514-412-4467; Fax: 514-412-4251

All qualified applicants are encouraged to apply. Remuneration of the successful candidate will be based on individual qualifications. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both French and English. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)



## FACULTY OF ARTS / FACULTY OF KINESIOLOGY & HEALTH STUDIES

### Tier II Canada Research Chair (CIHR) in Health Studies

The Canada Research Chairs (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centers of research excellence in the global knowledge-based community. Information about the CRC program, including profiles of current chairholders, can be found at <http://www.chairs.gc.ca/>

The University of Regina is seeking to fill a CRC position (CIHR, Tier II), and invites nominations and applications in the area of Health Studies. The University has become a world leader in interdisciplinary health research through the work of units such as the Saskatchewan Population Health and Evaluation Research Institute, the Indigenous Peoples' Health Research Centre, the Centre on Aging and Health, the Anxiety and Illness Behaviours Laboratory, and the Traumatic Stress Group. This strategic emphasis at the University fosters and integrates research into the psychological, social, and biological aspects of health. Working with one or more of these units, the successful candidate will contribute to the development of a new Integrated Health Research Centre. The presence on campus of the First Nations University of Canada provides unique opportunities for collaborative research with Indigenous scholars. Preference will be given to individuals whose work has implications for Indigenous peoples. In addition, the ability

to interact with researchers working in the area of health services and policy will be considered an asset.

To be eligible for a Tier II position, candidates must be established scholars with demonstrated potential of becoming world leaders in their research areas. As implied above, candidates will have the capacity to lead an interdisciplinary group of scholars, and to work with other leaders in health research. This appointment will be jointly held in the Faculty of Arts and the Faculty of Kinesiology and Health Studies.

Nominations and applications, including a curriculum vitae, a five-year research plan, and contact information for three referees, should be forwarded to the address below. The closing date for applications is **15 October 2004**; the appointment will be effective 1 July 2005, or as soon thereafter as possible. Please note that all CRC positions are subject to review and final approval by the CRC Secretariat.

The University of Regina is committed to the pursuit of research excellence, and is currently experiencing major growth in its physical facilities as well as in external research revenue, which has increased almost fourfold over the past five years. The University also emphasizes excellent teaching, and provides strong undergraduate and graduate degree offerings in Health Studies. For information about the University and its programmes, visit <http://www.uregina.ca/>



UNIVERSITY OF  
REGINA

Contact Information:  
Dr. Robin Fisher, Dean of Arts  
3737 Wascana Parkway  
Regina, Saskatchewan, Canada S4S 0A2  
Fax: (306) 585-5368



### WILFRID LAURIER UNIVERSITY BRANTFORD CAMPUS VARIOUS FACULTY POSITIONS

Laurier Brantford is a new campus of Wilfrid Laurier University that is committed to innovative, interdisciplinary programming. Curriculum on the campus is built around a core multi-disciplinary, liberal arts and sciences program in "Contemporary Studies," which can be combined with a range of career and professional programming.

The campus is looking for candidates with strong research and undergraduate teaching records to fill the positions listed below. Appointments will be either tenure-track or limited term, depending on qualifications. The appointment is subject to final approval, but the campus would like to make an appointment for July 1, 2004 or January 1, 2005.

#### SOCIOLOGY

Applications are invited for a position in Sociology and Contemporary Studies. The area of specialization is open, but an ability to teach sociological theory is required. A PhD in sociology or a related discipline (or near completion), evidence of successful teaching and a productive program of research are required.

#### INFORMATION STUDIES

Applications are invited for a position in Information Studies and Information Literacy. The ideal candidate will take a lead role in implementing the information literacy program at Laurier Brantford, will teach one or more courses in Information Studies involving both practical and theoretical approaches to information, will demonstrate a commitment to undergraduate teaching, and will have research interests in the area of information studies or information literacy. Experience in teaching information literacy at a university level, a working knowledge of digital technologies and Web-related applications, and an ALA-accredited MIS/MLIS is required; a PhD in Library and Information Studies or a related area is highly desirable. Candidates are requested to submit a sample of an information literacy course plan.

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Applications must include a cover letter that briefly outlines the applicant's interest and qualifications, a current curriculum vitae, three letters of reference, a teaching dossier, and a sample publication or other professional work. The university will begin considering applications **July 9, 2004**. Please send a curriculum vitae and three letters of reference to: **Dr. Bruce Arai, Associate Dean, Brantford Campus, Wilfrid Laurier University, 73 George Street, Brantford, Ontario, N3T 2Y3.**

E-mail applications cannot be accepted, but letters of reference may be e-mailed to Julie Sutherland at [jsutherland@wlu.ca](mailto:jsutherland@wlu.ca).

All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.



## CAREERS CARRIÈRES

## FACULTY OF ARTS

## Tier II Canada Research Chair (NSERC) in Geomatics &amp; Sustainability

The Canada Research Chairs (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centers of research excellence in the global knowledge-based community. Information about the CRC program, including profiles of current chairholders, can be found at <http://www.chairs.gc.ca/>

The University of Regina is seeking to fill a CRC position (NSERC, Tier II), and invites nominations and applications in the area of Geomatics and Sustainability. This Chair will support research in GIS, remote sensing, and advanced spatial analysis as applied to sustainability issues on the Canadian Prairies and around the world. The University has a strong tradition in GIS research and teaching in the province of Saskatchewan. A substantial range of transdisciplinary research opportunities exists with University centres such as the Prairie Adaptation Research Collaborative (PARC), the Canadian Plains Research Center (CPRC), the Communities of Tomorrow, and the new Centre for Energy and the Environment.

To be eligible for a Tier II position, candidates must be established scholars with demonstrated potential of becoming world leaders in their research areas. Chair candidates should have a strong commitment to interdisciplinary research and the capacity to lead an interdisciplinary group of scholars.

Nominations and applications, including a curriculum vitae, a five-year research plan, and contact information for three referees, should be forwarded to the address below. The closing date for applications is 15 October 2004; appointments will be effective 1 July 2005, or as soon thereafter as possible. Please note that all CRC positions are subject to review and final approval by the CRC Secretariat.

The University of Regina is committed to the pursuit of research excellence. In partnership with the Government of Saskatchewan and the City of Regina, the University has established the Regina Research Park. External research revenue has increased almost fourfold over the past five years. For information about the University and its programs, visit <http://www.uregina.ca/>



UNIVERSITY OF  
REGINA

Contact Information:  
Dr. Robin Fisher, Dean of Arts  
3737 Wascana Parkway  
Regina, Saskatchewan, Canada S4S 0A2  
Fax: (306) 585-5368



Faculty of Engineering | The University of Western Ontario

## Probationary Tenure Track Position in Civil and Environmental Engineering

The Department of Civil and Environmental Engineering at The University of Western Ontario has established an international reputation in wind, structural and geotechnical engineering through the activities of the Boundary Layer Wind Tunnel Laboratory, the Institute for Catastrophic Loss Reduction, and the Geotechnical Research Centre. Our success in attracting students and funding is based on our dedication to excellence in teaching, research productivity, and the relevance of our research to industry. We are seeking an outstanding individual with these qualities to join our Department in a probationary (tenure-track) position as Assistant Professor in an area of civil and environmental engineering that strengthens and builds synergies with existing areas in the Department, especially wind engineering, structural dynamics, water resources and treatment, infrastructure systems and high performance materials, and any related emerging areas.

You must have an earned PhD degree in any of the above areas and be willing to develop a vigorous externally funded research program in your field and/or any related emerging fields. You will be expected to supervise graduate students and instruct in undergraduate and graduate civil and environmental engineering courses.

A self-starter with initiative, you must have excellent interpersonal skills, a proven research record or potential, excellent communication and teaching skills, an ability to work closely with industry and eligibility for registration as a Professional Engineer in Ontario. If you share our commitment to excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to:

Dr. E.K. Yanful, P.Eng., Chair  
Department of Civil and Environmental Engineering  
The University of Western Ontario  
London, Ontario, Canada N6A 5B9  
Tel: (519) 850-2946  
Fax: (519) 661-3779  
Email: [eyanful@eng.uwo.ca](mailto:eyanful@eng.uwo.ca)

Applications will be processed starting July 31, 2004 and until the position is filled. Anticipated start date for the position is September 1, 2004 or soon after. Salary will be commensurate with experience and research record.

The position is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Lakehead  
UNIVERSITY

## CANADA RESEARCH CHAIR IN ABORIGINAL STUDIES

The Canada Research Chairs (CRC) Program was established by the Government of Canada to foster world-class centres of research excellence in the global, knowledge-based economy. Lakehead University is seeking to fill one Social Sciences and Humanities Research (SSHRC) Tier II Chair in Aboriginal Studies beginning in Fall 2005 or Winter 2006.

Lakehead University is dedicated to working with Aboriginal peoples in furthering their educational aspirations. For almost two decades it has been providing national leadership in developing programs that meet the needs of Canada's Aboriginal peoples. In 1994, Lakehead University established the Department of Indigenous Learning, featuring some 29 indigenous learning courses and 5 courses within associated programs/departments. In addition, courses with an Aboriginal focus are taught in many traditional disciplines (Anthropology, Art History, Education, English, Forestry, History, Philosophy, Political Science, Social Work, and Sociology). We have the highest university enrollment of Aboriginal people in the Province of Ontario. From 1993 to 2000, Lakehead University became the only Canadian university to host the Rockefeller Foundation Humanities Fellowship Native Philosophy Research Project, a cross-cultural interdisciplinary research program committed to further understanding the manner in which the world is viewed by the Aboriginal peoples of the Americas. Our location in Northwestern Ontario and our concentration of research expertise places us in a strong position to undertake significant studies of great importance to the Aboriginal community, particularly in the areas of (a) aboriginal health [both traditional and contemporary], (b) native education and distance delivery, and (c) indigenous knowledge. For additional details regarding the proposed research concentrations in Aboriginal Studies, interested candidates are directed to Lakehead University's CRC Strategic Research Plan at [www.lakeheadu.ca/~researchwww](http://www.lakeheadu.ca/~researchwww). Tier II candidates must be acknowledged by their peers as having the potential to lead their research fields.

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Social Sciences, Humanities, Arts, Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing, Social Work, Environmental Studies, and Outdoor Recreation. A significant mandate of the University is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community-based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 6,200 students come from outside the region. The University has over 265 faculty engaged in teaching and research, and a staff of approximately 1,600. For more information about Lakehead University, please visit our web site at [www.lakeheadu.ca](http://www.lakeheadu.ca).

Applications and nominations including a curriculum vitae, five year research plan and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees should be forwarded to:

Dr. Harun Rasid, Acting Associate Vice-President Research  
Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1  
Review of applications will begin on November 15, 2004.

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at: [www.chairs.gc.ca](http://www.chairs.gc.ca).

Lakehead University is committed to Employment Equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals with visible minorities, Aboriginal persons, and persons with disabilities. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence.



LAURENTIAN UNIVERSITY



## Canada Research Chair in Particle Astrophysics

The Department of Physics and Astronomy at Laurentian University invites applications for a Tier II Chair under the Canada Research Chair (CRC) program. Applicants for this tenure-track faculty position should have demonstrated research accomplishments as well as an excellent publication record in experimental particle astrophysics. The successful applicant will be expected to direct contributions to future developments at the Sudbury Neutrino Observatory (SNO) and/or to new experiments at SNOLAB, the International Facility for Underground Science under construction in the INCO Creighton Mine in Sudbury. The research would complement and extend the current activities of three faculty members, three research associates and graduate students in support of the Sudbury Neutrino Observatory. Additionally, the Chair will participate in graduate and undergraduate teaching within the department, and in this respect teaching experience and bilingualism would be assets.

Located in scenic Northern Ontario, and only a half-hour drive from the SNOLAB site, Laurentian University is a founding member of the Sudbury Neutrino Observatory Institute and a co-recipient of funds from the Canada Foundation for Innovation and the Ontario Government for the creation of SNOLAB. The Particle Astrophysics Group at Laurentian has responsibility for SNO's Supernova detection program and its participation in the Supernova Early Warning Network. It has major involvement in water assay and purity work, surface teaching analysis, as well as the ongoing cleanliness program for SNO. The group is also an active participant in the backgrounds and data analysis programs for SNO. We have recently joined the Enriched Xenon Observatory (EXO) collaboration and are exploring other future options. R+D involvement in EXO currently focuses on ultralow background techniques and measurements, and xenon purification.

Canada Research Chair recipients are eligible for infrastructure support through the Canada Foundation for Innovation. Salary will be commensurate with qualifications and experience. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of reference sent to CRC Selection Committee, Department of Physics and Astronomy, Laurentian University, Ramsey Lake Road, Sudbury, Ontario P3E 2G6, Canada. Review of applications will begin on September 1st, 2004, and continue until the position is filled. For further information, contact [CRC@nu.phys.laurentian.ca](mailto:CRC@nu.phys.laurentian.ca), or see [laurentian.ca/physics](http://laurentian.ca/physics). Details about the CRC program are available at [www.chairs.gc.ca](http://www.chairs.gc.ca).

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants including women, aboriginal peoples, members of visible minorities, and persons with disabilities.





## CAREERS CARRIÈRES



Department of Obstetrics & Gynaecology  
The University of Western Ontario

## Assistant Professor in Reproductive Biology

The Department of Obstetrics & Gynaecology at The University of Western Ontario has an opening for a limited term or probationary appointment at the rank of Assistant Professor, although outstanding applicants at a higher level will be considered for a possible tenured appointment. The Department has a long tradition of research excellence in Reproductive Biology and Fetal Physiology, and is the home base for the internationally acclaimed Canadian Institute of Health Research Group in Fetal and Neonatal Health and Development.

Candidates should possess a PhD or equivalent in the biological sciences and relevant postdoctoral research experience. A strong research background in at least one of the following areas of embryonic/fetal/neonatal development, placental and adverse pregnancy, using techniques in functional genomics, proteomics, systems, cellular is essential. The successful candidate will be expected to establish an independent, externally funded research program, collaborate with other research groups (e.g. CHIRH) and participate in the teaching programs of the Department of Obstetrics & Gynaecology and/or the cross appointed basic science department at The University of Western Ontario. This position offers a competitive start-up package, laboratory space, compensation and benefits. The candidate will also be appointed as a Scientist to the Child Health Research Institute & Lawson Health Research Institute, and offered a cross appointment with one of the basic science departments (e.g. Physiology & Pharmacology or Biochemistry). Additional information about the Department can be found at our website: <http://www.uwo.ca/obgyn/browspage.html>.

Interested candidates should send their curriculum vitae which should include research accomplishments and relevant publications, a one-page statement of research interests, and the names and addresses of three references to:

Ms Suzanne Oeakin, Administrative Assistant  
Department of Obstetrics & Gynaecology  
Westminster Campus  
800 Commissioners Road East  
London, Ontario, Canada N6A 4G5  
Telephone: 519-665-8439  
Fax: 519-685-8516  
Email: [Suzanne.Oeakin@uwo.ca](mailto:Suzanne.Oeakin@uwo.ca)

Applications will be accepted until the position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ENGLISH** — Saint Mary's University, The Department of English invites applications for a tenure-track position at the rank of Assistant Professor in the field of 19th-Century British literature. Candidates will also hold a PhD, or PhD equivalent, and have a minimum of one more of the following areas: women's studies, cultural studies, children's literature. The successful candidate will hold a PhD, or PhD equivalent, and have a minimum of one more of the following areas: local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education who can also contribute to its interdisciplinary programs. Letters of application accompanied by an up-to-date curriculum vitae, teaching dossier, writing sample and the names and contact information for three referees should be sent to Dr. Elissa App, Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. E-mail: [elissa.app@smu.ns.ca](mailto:elissa.app@smu.ns.ca). The closing date for applications is August 15, 2004. Referees are asked to submit letters only upon request from the Chair. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the purchase of employment equity. Visit our web site at [www.smys.ca](http://www.smys.ca).

■ **ENGLISH LANGUAGE & LITERATURE** — The University of Waterloo. Applications are invited for a tenure track position in the Rhetoric and Professional Writing Program in the department of English Language and Literature, at the Assistant Professor level. We are looking for a specialist in the digital humanities (digital design, digital rhetoric, online learning, hypertext, including web/electronic text analysis, or other areas of computer based humanities scholarship) with complementary expertise in professional communication (such as business and technical writing, or media communications). Additional strengths in Rhetoric or in any area of literature would be welcome. The successful candidate will be offered a wide range of teaching experiences from first through fourth-year undergraduate courses to supervision of doctoral students; as well, the new faculty member will be responsible for developing and continuing to administer a digital version of English 210F, Genes of Business Communication. In addition to undergraduate programs in Literature and Rhetoric and Professional Writing, our department offers the only PhD of its kind in Canada: an integration of literature with study in fields of rhetoric, writing discourse and text analysis, and digital theory and

design. The normal teaching load is 2 + 3, which includes one graduate course (the first-year design) and two semesters are 13 weeks long. The minimum starting salary for this position will be \$58,000 (negotiable) in one of the top five salary bands. Please email your resume and references to [english.waterloo.ca](mailto:english.waterloo.ca) for more information. Appointment effective January 1, 2005. The successful candidate will have the opportunity to participate in the growth of the digital humanities in Waterloo's Arts Faculty. The faculty houses the Canadian Centre of Arts and Technology (which features a state-of-the-art design, production, and testing lab), boasts a new Digital Arts Communication specialization, and works closely with UW's Centre for Learning and Teaching Through Technology (L3T). The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Year after year, in Maclean's Magazine national rankings, Waterloo is among the two or three top comprehensive universities in the country and, for 11 years in a row, has been named "highest quality," "most innovative," and "best overall" in the national reputational survey. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin June 18, 2004. Please send letter, curriculum vitae, and support letters to the Chair, Department of English Language and Literature, University of Waterloo, Waterloo ON N2L 3G1. All qualified candidates are encouraged to apply. Self-nominations and qualified permanent residents will be given priority. The University of Waterloo encourages applications from all Canadians and permanent residents who are members of visible minorities, native peoples and persons with disabilities.

■ **ENVIRONMENTAL SCIENCES** — Memorial University of Newfoundland. The University is seeking applications for a Canada Research Chair (Tier II) in Environmental Sciences and Engineering Research Centre, where in this issue go to [http://www.mun.ca/research/chair\\_auds.php](http://www.mun.ca/research/chair_auds.php).

## G

■ **GENIE CIVIL** — Collège militaire royal du Canada. Le département de génie civil du Collège militaire royal du Canada recherche des candidats pour combler le poste de professeur adjoint, en charpentiers de bois, de matériaux composites, de génie des structures, de la permanence, Le département vise à consolider son programme de 21ème et 31ème cycle ainsi qu'à favoriser une synergie avec des instituts de recherche existants dans le département et en collaboration avec d'autres départements et organisations. Notre programme d'études supérieures est un des plus anciens du Canada et est reconnu par le Conseil des études supérieures du Canada (CESO), est ouvert aux étudiants militaires et civils, en maîtrise et doctorat. Des données de recherche peuvent être obtenues de la part d'agences internes ou externes de la défense nationale, d'agences gouvernementales, d'agences nationales comme le CRNSG et du milieu industriel. Les qualifications requises sont un baccalauréat en génie civil, un diplôme de maîtrise en génie civil, un dossier de publications acceptable dans le domaine de spécialisation ainsi qu'une expérience d'enseignement et de recherche. Les candidats doivent aussi être éligibles pour s'engager en temps qu'enseignant pour le Canada. Le candidat retenu devra être prêt à enseigner dans son domaine de spécialisation ainsi que dans d'autres domaines du génie civil. De plus, le candidat devra être intéressé à un programme de recherche et de participation pleinement aux activités des études supérieures. Le candidat devra aussi être en mesure de communiquer dans les deux langues officielles bien que l'enseignement puisse se dérouler en anglais seulement. De l'expérience avec le MORN et/ou les forces armées canadiennes pourrait être un atout. Pour de plus amples informations à propos de cette offre d'emploi, les candidats sont invités à prendre contact avec M. Pierre Quenneville du département de génie civil au 613-541-5010, poste 5037, Fax: 613-541-5010, e-mail: [pierre.quenneville@cmrc.ca](mailto:pierre.quenneville@cmrc.ca). De l'information au sujet du département se trouve sur <http://www.cmrc.ca/academic/civil/index.html> et sur le site web du CMRC, <http://www.cmrc.ca>. Le salaire pour un professeur adjoint s'élevé de \$43,126 à \$74,000 selon la convention collective en vigueur au 30 juin 2004. La salaire accordé dépendra de l'expérience et des qualifications du candidat. Un personnel nommé aura une période de stage de trois ans. Un curriculum vitae, accompagné d'une attestation d'étude, d'un sommaire des lettres de référence, de trois lettres de recommandation, doit être envoyé à: Mme Lucille Mallet, Ressources Humaines civiles (Kingston), Base des forces canadiennes Kingston, CP 17000, Succursale Forces, Kingston, ON K7M 7A4, tél: 613-541-5010, poste 5037, Fax: 613-541-4496, Courriel: [mallet.lucille@forces.gc.ca](mailto:mallet.lucille@forces.gc.ca). La date prévue d'entrée en fonctions est le 1er septembre 2004. La lettre d'acceptation des candidats doit être faite au 30 juin 2004. Selon la Loi sur l'emploi dans la fonction publique, la personne sera nommée aux citoyens canadiens. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'elles ont équivalu aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les différences internationales à l'adresse suivante: <http://www.cmc.ca/cic/cic>. Le Collège militaire royal du Canada est une institution militaire, bilingue et se poste est officiellement ouvert aux hommes et aux femmes.

■ **GEOGRAPHY** — The University of Victoria. The Department of Geography invites applications for a limited-term appointment (July 2004 to June 30, 2005) as an Assistant Professor on the faculty of the instructor level. The Department is looking for applicants possessing experience and an outstanding record of success in teaching and research. The successful candidate will teach an introductory course in Canadian history, an introductory course in Canadian history, and a graduate course on the historical relationship between business and the state in Canada, in addition to teaching experience, the minimum qualification is a completed M.A. Applications, together with a curriculum vitae, graduate transcripts, sample course outlines and teaching evaluations should be sent as paper copies (not electronic attachments) to Prof. E. Peter Fitzgerald, Chair, Department of History, University of Victoria, 1215 Colonel By Drive, Victoria, BC V8W 2Y8, Canada, e-mail: [chali.history@uvic.ca](mailto:chali.history@uvic.ca). At the time of application, candidates should arrange to have three referees familiar with their work send supporting letters to the same address. The deadline for receipt of applications is June 1, 2004. Applications received after this date will be considered. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents of Canada will be given priority. The University of Victoria is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. We encourage from these groups are encouraged to apply. Candidates may learn more about the Department of Geography at our website at <http://www.uvic.ca/history/>.

■ **HUMAN RESOURCES MANAGEMENT & ORGANIZATION** — The University of Victoria. The Faculty of Management, in Ladysmith, Victoria, Canada, has an opening for a teaching position in Human Resources Management and Organization. The successful candidate will be expected to teach human resource management. The successful candidate may also teach classes in organizational behavior, management of introductory research methods. Applicants must have a commitment to effective and innovative teaching. Faculty of Manage-

ment competence in and enthusiasm for teaching and advising of graduate and undergraduate students, and a strong commitment to interdisciplinary research and collaboration with other faculty members who are engaged in related programs. The successful candidate will be expected to develop an externally funded research program that will have the opportunity to participate in the growth of the digital humanities in Waterloo's Arts Faculty. The faculty houses the Canadian Centre of Arts and Technology (which features a state-of-the-art design, production, and testing lab), boasts a new Digital Arts Communication specialization, and works closely with UW's Centre for Learning and Teaching Through Technology (L3T). The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. Year after year, in Maclean's Magazine national rankings, Waterloo is among the two or three top comprehensive universities in the country and, for 11 years in a row, has been named "highest quality," "most innovative," and "best overall" in the national reputational survey. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin June 18, 2004. Please send letter, curriculum vitae, and support letters to the Chair, Department of English Language and Literature, University of Waterloo, Waterloo ON N2L 3G1. All qualified candidates are encouraged to apply. Self-nominations and qualified permanent residents will be given priority. The University of Waterloo encourages applications from all Canadians and permanent residents who are members of visible minorities, native peoples and persons with disabilities.

■ **GEOGRAPHY** — The University of West. An Ontario. The Department of Geography invites applications for a tenure-track Assistant Professor position in physical geography from candidates eligible for a Natural Sciences and Engineering Research Council University Faculty Award (UFA). The award is only available to women and aboriginal scientists who are citizens of permanent residents of Canada. The University of Western Ontario will sponsor the UFA application and the appointment is conditional upon acceptance into the UFA program. The awarding of an NSERC Discovery Grant. Interested candidates should consult the UFA program details and eligibility criteria at <http://www.nserc.ca/professors.asp?nav=profnav&id=7>. Candidates must have a PhD degree and a minimum of three years of teaching experience. The time of appointment will be expected to build a strong, externally funded research program, including supervision of graduate and undergraduate students in a physical geography that complements the Department's existing strengths. Further information on the awarding of the UFA can be found at: <http://geography.soc.uwo.ca>. The appointment will be effective July 1, 2005. Applications should include a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers. All applications should be sent to Dr. Roger H. King, Professor and Chair, Department of Geography, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2, Canada, Tel: (519) 661-3653; Fax: (519) 661-3750. E-mail: [kingr@uwo.ca](mailto:kingr@uwo.ca). Applications must be received by June 30, 2004. E-mailed and faxed applications will not be accepted. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities and persons with disabilities, but, in accordance with NSERC UFA eligibility, applications for consideration must be women or aboriginal scientists.

## H

■ **HISTORY** — Carleton University. Subject to budgetary approval, the Department of History at Carleton University invites applications for a limited-term appointment (July 2004 to June 30, 2005) as an Assistant Professor on the faculty of the instructor level. The Department is looking for applicants possessing experience and an outstanding record of success in teaching and research. The successful candidate will teach an introductory course in Canadian history, an introductory course in Canadian history, and a graduate course on the historical relationship between business and the state in Canada, in addition to teaching experience, the minimum qualification is a completed M.A. Applications, together with a curriculum vitae, graduate transcripts, sample course outlines and teaching evaluations should be sent as paper copies (not electronic attachments) to Prof. E. Peter Fitzgerald, Chair, Department of History, University of Victoria, 1215 Colonel By Drive, Victoria, BC V8W 2Y8, Canada, e-mail: [chali.history@uvic.ca](mailto:chali.history@uvic.ca). At the time of application, candidates should arrange to have three referees familiar with their work send supporting letters to the same address. The deadline for receipt of applications is June 1, 2004. Applications received after this date will be considered. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents of Canada will be given priority. The University of Victoria is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. We encourage from these groups are encouraged to apply. Candidates may learn more about the Department of Geography at our website at <http://www.uvic.ca/history/>.

■ **HUMAN RESOURCES MANAGEMENT & ORGANIZATION** — The University of Victoria. The Faculty of Management, in Ladysmith, Victoria, Canada, has an opening for a teaching position in Human Resources Management and Organization. The successful candidate will be expected to teach human resource management. The successful candidate may also teach classes in organizational behavior, management of introductory research methods. Applicants must have a commitment to effective and innovative teaching. Faculty of Manage-

## TWELVE TENURE TRACK POSITIONS, COLLEGE OF BIOLOGICAL SCIENCE

The College of Biological Science is the largest unified bioscience institution in Canada and comprises over 90 faculty including nine Canada Research Chairs, 3000 graduate and undergraduate students, and with an external research income in excess of \$17.5M. The College will shortly begin occupation of a 375,000 sq ft Science Complex, with outstanding facilities for research and teaching including an Advanced Analysis Centre for proteomics, genomics and bioimaging. As part of a strategic plan to maintain the College at the forefront of life science, we are seeking to recruit outstanding individuals to a series of targeted, tenure-track positions at the Assistant Professor level. Successful applicants will be expected to establish a strong, independent research program involving innovative approaches and contribute to wider, interdisciplinary research goals. The College takes pride in the excellence of its students, and applicants should be able to articulate a commitment to the highest standards of pedagogy and will be expected to participate in undergraduate and graduate education. Candidates must have a PhD, preferably with postdoctoral experience, a strong record of publications in peer-reviewed journals, and ideally some experience in undergraduate/graduate teaching. Further details on specific positions can be obtained by contacting the individuals indicated next to each area.

### Structural Biology

Two Positions — We seek candidates of exceptional promise who apply structural biology approaches to investigate leading edge biological questions in eukaryotic (animals, plants, protozoa, fungi) or prokaryotic systems. Successful candidates will have a strong record of published contributions and a demonstrated potential to develop a competitive and innovative independent research program using X-ray crystallography, cryo-electron microscopy, or NMR approaches. Contact Dr. C. Whithield email: [cwhithi@uoguelph.ca](mailto:cwhithi@uoguelph.ca).

### Biocomplexity

Three Positions — In the emerging discipline of Biocomplexity, we wish to recruit individuals with interests in ecology at the behavioural, community and/or ecosystem levels. We seek dynamic individuals with bold ideas and a strong desire to participate in interdisciplinary research teams addressing problems involving complex natural or human-influenced systems. The successful candidates are expected to forge collaborations with current faculty and to contribute significantly to the development of new initiatives in emerging frontiers of biocomplexity research. Ideal applicants will possess strong quantitative skills in empirical or theoretical ecology that complement existing expertise within the College. Additional opportunities for collaboration exist through the Biodiversity Institute of Ontario. Exceptional state-of-the-science facilities are available for experimentation in controlled environments involving plants (Phytotron), aquatic organisms (Aqualab) and aquatic mesocosms (Limnotron). Contact Dr. T. Crease, email: [tcrease@uoguelph.ca](mailto:tcrease@uoguelph.ca).

### Developmental Biology

Two Positions — For one position, candidates are sought with proven experience in research into the regulation of plant development at the cellular and molecular levels. The preferred candidate will employ genetic approaches to elucidate the molecular mechanisms operating during development of a model plant, such as *Arabidopsis*. A strong understanding of plant anatomy and morphology is also essential. Contact Dr. O. Bewley email: [obewley@uoguelph.ca](mailto:obewley@uoguelph.ca). For the second position, we seek candidates of exceptional promise who are investigating molecular, cellular and genetic/genomic aspects of developmental processes in eukaryotic (animals, plants, protozoa, fungi) or prokaryotic experimental systems. Contact Dr. J. Phillips email: [jphillip@uoguelph.ca](mailto:jphillip@uoguelph.ca).

Applicants should submit three copies of their curriculum vitae, including the names of three referees, and a letter of application to the Dean's Office, College of Biological Science, Dean's Office, McNally House, University of Guelph, Guelph, ON, Canada N1G 2W1, by June 15, 2004. General enquiries can be made to the Dean, Professor Michael Elmes (email: [elmes@uoguelph.ca](mailto:elmes@uoguelph.ca)) tel. (519) 824-4120 ext. 5602.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

### Comparative Physiology

Two Positions — We seek individuals with backgrounds in developmental, evolutionary, environmental or neurophysiology that complement existing strengths in molecular physiology, membrane biology, endocrinology and neuroendocrine regulation with a strong focus on aquatic organisms. The successful applicant for one of these two positions should have research experience in invertebrate physiology. Exceptional state-of-the-science facilities are available for genomics, proteomics, metabolomics, and the culture of marine and freshwater organisms (Aqualab). Contact: Dr. T. Crease, email: [tcrease@uoguelph.ca](mailto:tcrease@uoguelph.ca).

### Human Health, Nutrition and Metabolism

Two Positions — Candidates are sought with proven experience in the area of nutrition and metabolism in relation to human health. For one position, expertise in areas such as endocrinology, cytokine biology and inter-tissue metabolic regulation/communication is preferred as is formal training in nutritional sciences and/or exercise physiology. The candidate must have the ability to address questions related to human health with a combination of molecular and physiological techniques. For the second position, candidates will have interests in exploring the interaction of nutrition and genetics in relation to cardiovascular disease. The candidate will have experience in human nutraceutical supplementation trials. The service component of this position will include a leadership role in the Human Nutraceutical Research Unit. Contact: Dr. T. Graham email: [terrygrah@uoguelph.ca](mailto:terrygrah@uoguelph.ca).

### Theoretical Evolutionary Biology

We seek individuals with expertise in evolutionary biomimetics and/or theoretical approaches to evolutionary ecology and population genetics, evolutionary ecology and molecular systematics. Opportunities exist to participate in a new graduate program in Biomimetics, and in a variety of multidisciplinary research initiatives including the Biodiversity Institute of Ontario and a CFI-funded initiative in Applied Evolution. Exceptional state-of-the-science facilities are available for computing and data storage (SHARCnet), and the Biodiversity Institute of Ontario, and for genomics and proteomics. Contact: Dr. T. Crease, email: [tcrease@uoguelph.ca](mailto:tcrease@uoguelph.ca).

UNIVERSITY  
OF GUELPH



## CAREERS CARRIÈRES

ment. The Faculty of Management values both teaching and research excellence. Class sizes are reasonable. The Faculty of Management has campuses in Lehigh, Edmonton and Calgary. The position advertised here is for the Lehigh campus. The Faculty of Management consists of approximately 52 faculty members with diverse research interests and backgrounds. 2000 students. In a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through co-op and mentorship programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: [www.lehigh.ca/faculty](http://www.lehigh.ca/faculty). Located along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about the University of Lethbridge, visit our website at: [www.lehigh.ca](http://www.lehigh.ca). The City of Lethbridge, the City of Lethbridge, with a population of 70,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The city's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites with easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a variety of other activities. High amounts of sunshine throughout the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. Applications should include a curriculum vitae, transcripts, evidence of teaching experience and names and contact information of at least three referees. Send this material and arrange for references to be mailed directly to: Dr. Toni Nelson, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T4K 3M4 Canada, or e-mail: [management@lehigh.ca](mailto:management@lehigh.ca). The University of Lethbridge is an equal opportunity employer.

■ **INDUSTRIAL & MANUFACTURING SYSTEMS ENGINEERING** – The University of Windsor. The University invites applications for a tenure-track position in the Department of Industrial and Manufacturing Systems Engineering in the area of Manufacturing Systems at the rank of Associate Professor. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Leo Orlé, Department Head, Industrial and Manufacturing Systems Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2607; Fax: 519.973.7062; Email: [apple@uwindsor.ca](mailto:apple@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. James D. Orlé, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

■ **KINESIOLOGY** – The University of Waterloo. The Department of Kinesiology invites applications at the rank of assistant or associate professor in the area of forensic anatomy and injury. Applications will be considered from those with research expertise in anatomy, physiology, injury mechanisms and management of related areas. The candidates will establish a competitive, independent research program directed at solving issues related to the prevention of illness and injury and possibly forensic kinesiology. Candidates with a background in kinesiology, anatomy, physical therapy, medicine, rehabilitation science, and related areas are encouraged to apply. It is anticipated that the candidate will teach undergraduate and graduate courses in anatomy and injury prevention and management. The University of Waterloo provides an outstanding research environment and the Department of Kinesiology has a long history of outstanding research that is recognized internationally. We are seeking an individual who will provide leadership in shaping the future of Kinesiology consistent with the mission of the Department of Kinesiology (i.e., to optimize health, and prevent injury and illness through understanding movement), and the Strategic Research Plan of the University of Waterloo. See the section of the plan at <http://www.research.uwaterloo.ca/>. The Department of Kinesiology is an interdisciplinary department with expertise spanning from social to biological aspects of human movement, and houses the only undergraduate program in Ergonomics in Canada. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Applicants should send a covering letter, names of three references, and curriculum vitae to: Dr. Stuart McGill, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776; or Email: [mcgill@healthy.uwaterloo.ca](mailto:mcgill@healthy.uwaterloo.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applications will be accepted until Oct 30, 2004 or until the nomination is submitted for a projected starting date of July 1, 2005. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **LANGUES & LITTÉRATURES MODERNES** – Université d'Ottawa. Le Département des langues et littératures modernes sollicite des candidatures pour un poste de professeur d'études critiques, débutant le 1er janvier 2005. Il s'agit d'un poste à plein temps, au rang d'agréé, menant à la permanence. Le candidat ou la candidate devra être titulaire d'un doctorat et justifier d'un dossier de publications en études critiques. Il ou elle devra pouvoir assurer en anglais un enseignement du gallois, de l'irlandais et de l'écossais, et en

français, un enseignement du breton. Il ou elle possèdera une excellente connaissance de toutes ces langues et une expérience dans l'enseignement et la capacité de créer des cours innovateurs dans le domaine des études critiques et culturelles. Tous les candidats qualifiés sont invités à postuler. Cependant, les Canadiens et les résidents permanents auront la priorité. L'Université applique une politique d'équité en matière d'emploi et encourage les candidats à présenter leur candidature. Le traitement est en conformité avec la convention collective. L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme et de ses services en français et en anglais au moment de l'embauche. Prière d'adresser sa lettre de candidature, son curriculum vitae, ses publications récentes et les noms de trois répondants avant le 1er novembre 2004 à: Monsieur José Ruano de la Haza, directeur, Département des langues et littératures modernes, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5, Tel: 613-562-5929, Télécopieur: 613-562-5138. Courriel: [jruano@uottawa.ca](mailto:jruano@uottawa.ca).

■ **MARKETING** – Concordia University. The Department of Marketing at the John Molson School of Business, Concordia University invites, subject to budgetary approval, applications for a tenure-track position at the Assistant Professor level starting June 1, 2005. Candidates should have a PhD in hard to have our research record should also have a good research record or show evidence of strong research potential. Qualified candidates in all areas are encouraged to apply. However, those willing to teach in the International Business areas may be given preference. The research interests in the first 3 years of the position are encouraged to be in the areas of consumer behavior, cross-cultural marketing, channels, and various aspects of consumer behavior. Seven of the current members of the department have been listed in J. A. journals, and the department is one of the top producers of high quality research in Canada. Research is valued and supported through generous start-up grants, and excellent computer and library facilities. There are numerous opportunities to apply for other internal and external grants. The number of course preparations assigned to junior faculty is minimized, as is the course work they are allocated. For more details, visit [johnmolson.concordia.ca](http://johnmolson.concordia.ca). Montreal, a city of over 2 million, is one of the most vibrant cities in North America. It also allows safe and affordable downtown living. Situated within driving distance of several Canadian cities (Toronto, Ottawa, Quebec City and Vancouver) and the United States (Boston and New York), it is well served by major airlines. Recreational opportunities abound. The city is a major North American resort, is an hour and a half away from the city, has a large number of high quality restaurants, and summer activities include the world-class Jazz, Montreal and Film Festivals. Please send your curriculum vitae no later than July 16th, 2004 to the attention of Dr. James D. Orlé, Director, Faculty Recruitment, John Molson School of Business, Concordia University, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Phone: (514) 848-2434 extension 2950, Fax: (514) 848-4554, and email: [facultyrecruitment@johnmolson.concordia.ca](mailto:facultyrecruitment@johnmolson.concordia.ca). All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **MATHEMATICS** – The University College Cape Breton. The University invites applications for a tenure track position in Math at the rank of Assistant Professor, commencing August 2004 (or as soon as possible thereafter). Applicants must have a PhD in one or more of the areas of combinatorics, graph theory or algebra and will be expected to teach through the Department Chair, the successful candidate will teach undergraduate levels. In particular, service courses in statistics and financial mathematics for Arts students may form part of the teaching load. Applicants must have a PhD in Mathematics or a related discipline and have a strong academic and research background. The successful candidate will be expected to develop a research program. The ability to contribute to efforts in computing will be considered an asset. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarship activities and service to UCCB community and nation. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunity/affirmative action employer. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal people, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic tran-

scripts and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m. June 30, 2004. Please quote reference number MAT0404 on all correspondence. Email applications to receive a return email confirming receipt. Please contact: Human Resources Department, PO Box 5300, Sydney, Nova Scotia B1P 6L2. Phone: 902-563-1158, Fax: 902-563-1438. Email: [humanresources@ns.aliantz.ca](mailto:humanresources@ns.aliantz.ca). Web site: [www.uccb.ca](http://www.uccb.ca).

■ **MECHANICAL & AUTOMOTIVE ENGINEERING** – The University of Windsor. The University invites applications for a tenure track position in the Department of Industrial and Manufacturing Systems Engineering in the area of Manufacturing Systems at the rank of Associate Professor. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Leo Orlé, Department Head, Industrial and Manufacturing Systems Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2607; Fax: 519.973.7062; Email: [apple@uwindsor.ca](mailto:apple@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. James D. Orlé, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

■ **MECHANICAL ENGINEERING** – The University of Waterloo. The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on constitutive behavior of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and, or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, modeling of fractures and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate



## Dalhousie University Carnegie & Rockefeller Professor & Head Department of Pharmacology

The Office of the Dean of the Faculty of Medicine at Dalhousie University invites applications and nominations for the position of Head of the Department of Pharmacology for an initial term of five years beginning July 1, 2005. The Department is composed of 11 full-time faculty, 12 cross appointees from clinical departments and 5 support staff. The Department has a strong, well-established graduate programme leading to both M.Sc. and PhD degrees, with approximately 30 students. Faculty members are engaged in a wide range of research activities with major focuses on neuropharmacology, cardiovascular pharmacology and cancer research. All full-time Departmental faculty members are funded by external sources. The Department is committed to teaching pharmacology to medical, dental, pharmacy, occupational therapy and dental hygiene students as well as to undergraduate science and graduate students.

The Faculty is seeking an individual with a strong record of accomplishments in research, education and administration to provide leadership for the Department. The successful candidate will have a PhD and/or M.D. degree, an active externally funded research programme and proven leadership skills. The Department is eager to strengthen and develop clinical pharmacology. The Head will provide strong leadership to promote and further excellence in research and teaching in the undergraduate, graduate and professional programmes and will facilitate a collegial, interactive learning environment for undergraduate and postgraduate students, faculty and staff.

Details of the Department's activities can be found at [www.pharmacology.medicine.dal.ca](http://www.pharmacology.medicine.dal.ca). The Dalhousie Faculty of Medicine serves as the medical school for the three Maritime provinces: Nova Scotia, New Brunswick, and Prince Edward Island (see [www.nedecine.dal.ca](http://www.nedecine.dal.ca)).

All qualified candidates are encouraged to apply although Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applications and nominations, including a curriculum vitae, a statement of interest addressing the candidate's role as an administrator, educator and researcher, and names of three references, should be sent to:

Dr. Dieter Pelzer, Chair  
Department of Pharmacology Survey/Search Committee  
Faculty of Medicine, c/o Dean's Office  
5849 University Avenue  
Halifax, Nova Scotia B3H 4H7  
E-mail: [dieter.pelzer@dal.ca](mailto:dieter.pelzer@dal.ca)

The deadline for applications and nominations to be received is 4:00pm on Tuesday, August 31, 2004.



Schulich School of Medicine | Faculty of Medicine and Dentistry | The University of Western Ontario

## Jacob J. Wolfe Distinguished Medical Research Chair in Human Gene Function & Canada Research Chair in Functional Genomics

The Schulich School of Medicine and Faculty of Medicine and Dentistry at The University of Western Ontario invite applications to fill two prestigious chairs: the newly-established Jacob J. Wolfe Distinguished Medical Research Chair in Human Gene Function; and a Tier 2 Canada Research Chair in Functional Genomics.

The Jacob J. Wolfe Distinguished Medical Research Chair in Human Gene Function will be dedicated to advancement of research focused on elucidation of the molecular basis of human diseases such as cardiovascular disease, cancer and diabetes. In particular, the Chair will address the molecular basis of disease through implementation of emerging genomic and proteomic strategies that are logical outcomes of landmark achievements such as the human genome project. The research activities of the Chair are specifically intended to lead the University's activities in the area of Functional Genomics and to promote the integration of advanced biomedical research centres in the Faculty of Medicine & Dentistry at The University of Western Ontario and its affiliated research institutions.

The Canada Research Chair in Functional Genomics will be a leader in the University's research activities in the area of Functional Genomics. Preferred areas of interest are cardiovascular, metabolic or infectious diseases. The individual appointed to this Tier 2 CRC will interact closely with the Jacob J. Wolfe Distinguished Medical Research Chair in Human Gene Function.

The successful applicants will have access to state-of-the-art core facilities in the London area necessary to support research including the London Regional Genomics Centre, a city-wide genomics core research facility which supports high throughput genome analysis; London Regional Proteomics centre, providing state-of-the-art structural biology and mass spectrometry analyses; London Regional Innovation, a network of state-of-the-art animal facilities; and London Regional in Vitro Molecular Imaging Centre, a network of advanced microscopy and molecular imaging facilities.

With a full-time enrollment of about 32,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is in London, a city of 340,000 located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City." London boasts an international airport, galleries, theatre, music and sporting events (see <http://www.goodmovelondon.com>).

The successful candidate for the Wolfe Chair would normally be appointed at the rank of Associate Professor or Professor with tenure or continuing appointment in the most appropriate department(s) or School within the Faculty of Medicine & Dentistry, dependent upon qualifications and experience. Qualified applicants must have a PhD, D.D.S., M.D., or equivalent degree and a demonstrated research record. Preference will be given to clinician/scientists, who must be eligible for licensure in the province of Ontario. The successful candidate for the Canada Research Chair in Functional Genomics would normally be appointed at the rank of Assistant Professor (tenure track) or Associate Professor (tenure track or tenured) in the most appropriate department(s) or School within the Faculty of Medicine & Dentistry, dependent upon qualifications and experience. Qualified applicants must have a Ph.D., D.D.S., M.D., or equivalent degree and a demonstrated research record.

The successful applicants will be expected to establish independent research programs and to participate in teaching at the undergraduate and graduate levels. As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. Additional information is available at <http://www.fmd.uwo.ca>.

Nominations or direct applications are sought now, and the position is open until filled. Applications will be reviewed beginning July 2004. Please send a detailed curriculum vitae, a statement of research interests, and the names of three references to:

Dr. Jack Bend  
Associate Dean – Research, Faculty of Medicine & Dentistry  
Health Sciences Addition Room H110A  
The University of Western Ontario  
London, Ontario CANADA N6A 5C1

Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.





## CAREERS CARRIÈRES

■ **PLANNING**—The University of Waterloo Applications are invited for an Assistant Professor; tenure track position in Urban Design. The successful candidate will hold a doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning). For more information visit the website: [www.uccw.ca](http://www.uccw.ca).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Les universités qui sont censurées supplémentaires à ces censures sont publiées dans le Bulletin. Pour plus d'informations, écrire à AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél: (202) 737-5900.

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# CAREERS CARRIÈRES

candidate's qualifications and experience. The appointment will be effective September 1, 2004. Applications must be submitted in hard copy and include a letter of application stating career objectives, approach to learning and teaching, and research goals, a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Complete applications must be received at the following address by July 16, 2004: Dr. Murray Halpern, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1, murray.halpern@utoronto.ca. On June 30, 2004 the contact person is Dr. Pierre Pilon, Acting Director, School of Planning. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional consulting services in natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: <http://www.usfwaterloo.ca/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**PSYCHOLOGY** — The University of Windsor. The University invites applications for a tenure-track faculty position in the Department of Psychology in the area of Child Clinical at the rank of Assistant Professor. This position is subject to final budgetary approval. For a detailed position description visit our website at: <http://www.uwindsor.ca/facultypositions>. Contact: Dr. Stewart Page, Chair, Appointment Committee, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519-253-3000, Ext. 2215, Fax: 519-973-7021, Email: [page@uwindsor.ca](mailto:page@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact: Planning Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwindsor.ca](mailto:recruit@uwindsor.ca).

## R

**RELIGIOUS STUDIES** — Saint Mary's University. The Department of Religious Studies invites applications for a full-time, tenure-track position in the Department of Religion to begin July 1, 2005. Applicants

are invited from candidates with broadly-based expertise in anthropological and/or sociological methods in the study of religions, and conducting research on religions in North America. The successful candidate will have a PhD in hand or complete the degree by August 31, 2005. The Faculty of Arts is committed to a dynamic learning environment for undergraduate students. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in candidates with creative approaches to undergraduate education who can also contribute to the University's commitment to strengthening graduate education, the Dept. of Religious Studies is developing a dual-stream MA in Religion and Culture and Theology in collaboration with the Atlantic School of Theology. The successful candidate will be expected to participate in the planning and implementation of this new program. Applicants must include a CV, teaching dossier, a sample of recent published work, and contact information for three referees. Letters of application should be mailed to: email applications to Dr. Paul Bowley, Chair, Dept. of Religious Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, email: [paul.bowley@smu.ca](mailto:paul.bowley@smu.ca). The closing date for applications is August 27, 2004. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our web site at [www.smu.ca](http://www.smu.ca). Salary and working conditions are defined by the university's collective agreement posted at <http://www.dobsn.ca/~smuf/>.

## S

**SOCIOLOGY** — The University of Windsor. Applications are being accepted for a tenure-track position in the Assistant Professor level in the area of Health and Behaviour beginning. A completed doctorate, or completion by the start date, is required along with strong evidence of research and teaching promise and likelihood of success in external grants competition. Duties include research, teaching at the undergraduate and graduate levels, graduate supervision and service. We are seeking a multidisciplinary specialist in the social and cultural determinants of health status and health experience, including cultural, social, psychological and behavioural risk factors related to health and illness, gender and health, health and aging, abnormal health, rural health, occupational health, the social psychology of health and illness and the assessment of health promotion policies and strategies. The candidate should have demonstrated skills and experience in either qualitative or quantitative research methods, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. This position is being filled jointly by the faculties of Arts and Applied Health Sciences. Responsibilities will be primarily within the Department of Sociology and include a joint appointment to the Department of Health Studies and Gerontology with duties including teaching and supervision in connection with the university's proposed new Master's in Public Health. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the areas of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in the health fields. Salary range commensurate with qualifications and experience. Applicants should include a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment, as well as arrange three letters of reference sent directly to: Chair, Recruitment Committee, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-885-4567 ext. 2421, Fax: 519-745-7326. Applications will be considered until the position is filled, with an anticipated starting date of January 1, 2005, subject to the availability of a successful candidate. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**SOCIOLOGY & CRIMINOLOGY** — Saint Mary's University. Applications are invited for a nine month seasonal appointment at the Assistant Professor level commencing September 1, 2004. The Department is seeking a candidate with a strong background teaching in the areas of introductory sociology, social movements and sociology of development. Candidates should have a PhD or be near completion. Applicants are asked to submit a curriculum vitae, a sample of recent work, a teaching dossier, and the names, addresses, and contact numbers for three referees. Applications should be sent directly to the Hiring Committee Chairperson, Gene Barrett, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files are complete. The deadline for completed applications is June 15th, 2004. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. The Department encourages candidates who will contribute to diversity of our faculty.

**WOMEN'S STUDIES** — Queen's University. As part of the Faculty of Arts and Science at Queen's University, the Department of Women's Studies seeks applications for a three-year non-renewable position at the rank of Assistant Professor. Currently offering three- and four-year undergraduate degrees in Women's Studies, as well as administering a certificate program in Lesbian, Gay, Bisexual and Transgender Studies, the Department welcomes applications from individuals with a demonstrated commitment to excellence in research and teaching with substantive interests in any of the following areas: Popular culture, Sexuality, Masculinities, Colonialism, Activism, and Aboriginal women. Candidates whose interests and expertise transcend the boundaries among these areas will also be considered. The position will commence on August 1, 2004 or as soon thereafter as possible. The successful candidate will hold a completed PhD and demonstrate a commitment to work in a multidisciplinary and/or interdisciplinary academic environment. Teaching responsibilities will include at least some of the following courses: "Sex Gender and Popular Culture", "Research Methods in Women's Studies", "Aboriginal Women", "Masculinities: Cross-cultural Perspectives", "Racism, Colonialism and Resistance", and "Consent

in the candidate's area of research. The normal course load in the department is 2.0 courses per term for each of the fall and winter terms. Queen's University is in Kingston, Ontario. This historic city of some 120,000 people is located on the northeast shore of Lake Ontario, equidistant from Toronto, Ottawa and Montreal. Its numerous and high quality arts, entertainment and culinary amenities belie its size. Applications, including curriculum vitae, three letters of reference sent separately by the referees, a statement of teaching philosophy and research interests, and an example of their scholarly work, should be sent to: Head, Department of Women's Studies, Queen's University, Kingston ON, K7L 3N6. Review of applications will begin on July 5, 2004 and continue until a successful candidate is selected. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however,

Canadians and permanent residents will be given priority. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at <http://www.queensu.ca/qa/>.

## ACCOMMODATIONS

**FRIENZY/ITALY** Seasonal/holiday rental, central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen. Monthly (4 weeks) 1350.00 euros + utilities/food cleaning. Weekly all included 650.00 euros (two people). Spectrali PH +39-055-245 739 email [curio@discomail.it](mailto:curio@discomail.it).

**GENOVA/SWITZERLAND** Holiday stays; central, attractive studio (2 1/2 rooms) sleeps 2/3. Weekly all included 550.00 euros. Spectrali PH +39-055-245 739 email [curio@discomail.it](mailto:curio@discomail.it).

**VICTORIA BC** Furnished 2 bedrooms condo, easy access to UBC, W/D, P/W, H/W, 2 baths, fireplace. Suitable for couple or single person. Available Sept 1, 2004 – August 1, 2005. \$850 per month plus utilities and parking. Contact [blawd@comcast.net](mailto:blawd@comcast.net).

## Memorial University of Newfoundland

### CANADA RESEARCH CHAIR IN SUSTAINABLE CLEAN WATER Faculty of Science

The Faculty of Science at Memorial University seeks an internationally recognized scientist to fill a tenure-track Tier II Canada Research Chair in the area of sustainable clean water. The ideal candidate will have a background in Earth Sciences, Biology, Chemistry, or Environmental Science with research interests in one or more of the following areas: organic geochemistry, stable isotope fingerprinting, surface/groundwater geochemistry, interactions between biological and organic matter, links between organic matter and toxic metal availability, degradation and bio-transformation of contaminants, pathogen mobility, hydrogeochemistry, reactive chemistry modeling, fracture rock hydrogeology, or experimental/modeling studies of mineral-water interactions. Scientists with related research interests are encouraged to apply.

Applicants should have the potential to lead in their research fields. Consideration will be given to individuals who can build on existing institutional research strengths ([www.mun.ca/research/activities/strategic.html](http://www.mun.ca/research/activities/strategic.html)). The candidate will be expected to foster multidisciplinary approaches to research questions in these fields and develop a vigorous graduate student research and teaching program in Environmental Science ([www.esd.mun.ca/environment/environment.html](http://www.esd.mun.ca/environment/environment.html)). Appointment will be made at the rank appropriate to the candidate's qualifications.

Memorial is the largest university in Atlantic Canada offering diverse undergraduate and graduate programs to more than 17,000 students. Being the only university in the province Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University cooperates with the local scientific and engineering community to maintain an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

Details of Canada Research Chairs can be found at [www.chairs.gc.ca](http://www.chairs.gc.ca). Consideration of applications will begin July 1, 2004, and continue until position is filled. Inquiries are welcome. Interested persons should send a resume and the names and addresses of three referees to:

Dr. David Schneider  
Associate Dean of Science (Research)  
Memorial University of Newfoundland  
St. John's, Newfoundland, Canada A1B 3X7  
Telephone: (709) 737-4752  
Fax: (709) 737-3316  
Email: [a84dc@mun.ca](mailto:a84dc@mun.ca)

All appointments are subject to budgetary approval. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

## Memorial University of Newfoundland

### DEPARTMENT HEAD Department of Mathematics & Statistics

Memorial University of Newfoundland is seeking an exceptional individual with vision, dedication and energy to develop and lead the Department of Mathematics and Statistics. Applicants should have demonstrated excellence in research and teaching in an area of mathematics or statistics, possess excellent communication and interpersonal skills and be able to show leadership and administrative ability appropriate to the post. The appointment, effective January 1, 2005, or as soon as is mutually agreeable, is for a 3-year renewable term and includes a tenured appointment at the rank of Associate or Full Professor.

The department includes over 35 full-time faculty and offers undergraduate and graduate programs at the Masters and PhD levels. The department has strong research programs in Pure and Applied Mathematics, and Statistics. For an overview of the department or Memorial visit [www.math.mun.ca](http://www.math.mun.ca) or [www.mun.ca](http://www.mun.ca) respectively.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

A curriculum vitae and the names of four referees, at least one of whom can comment on leadership ability, should be sent to the address below. The committee will begin consideration of applications on July 2, 2004.

Mathematics & Statistics Headship Search Committee  
c/o Dean of Science  
Memorial University of Newfoundland  
St. John's, NL A1B 3X7

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

## ICORD

### Cordula & Gunter Paetzold Endowed Chair in Spinal Cord Clinical Research

ICORD (International Collaboration On Repair Discoveries), a partnership of the University of British Columbia (UBC), the Vancouver Coastal Health Research Institute and the Rick Hansen Man In Motion Foundation, in collaboration with the Faculty of Medicine at UBC, is seeking an outstanding, established researcher (holding an M.D. or equivalent) to lead an expanded research initiative in a relevant clinical discipline of spinal cord injury (SCI) research.

The successful candidate will become the Associate Director of Clinical Research for ICORD. Academic rank and salary will be commensurate with qualifications and experience. The appointment is expected to be at the tenure-track or tenured level of Associate Professor or Professor with both ICORD and an appropriate Department in the Faculty of Medicine at UBC. Clinical duties and appointments will be developed in consultation with Vancouver Coastal Health. This position is offered with the support of a permanent endowment from Cordula and Gunter Paetzold. Appointment is subject to final budgetary approval and will complement and strengthen current ICORD research programs.

ICORD is an interdisciplinary research group that currently numbers over 50 principal investigators. A new dedicated research centre (10,000 m<sup>2</sup> or 110,000 sq. ft.) is being built at the Vancouver General Hospital site of Vancouver Coastal Health. It will be the multidisciplinary home for clinical investigators, basic scientists, rehabilitation researchers, and community-based providers collaborating to develop the most effective strategies for the promotion of functional recovery after SCI (for a description of ICORD, see [www.icord.org](http://www.icord.org)).

The successful candidate will provide vision and leadership in the advancement of clinical research in SCI. The candidate is expected to have excellent interpersonal skills and execute a vigorous research program in her/his selected field.

Applicants should send a current curriculum vitae, along with: 1) four to six representative reprints; 2) a statement of personal research interests; 3) their vision for an integrated, interdisciplinary SCI clinical research group; and 4) the names and contact information of 4 impartial referees.

On behalf of the ICORD partnership, all submissions will be received by: Dr. John Steeves  
John and Penny Ryan BC Leadership Chair  
Professor and Director of ICORD, UBC  
2469-6270 University Boulevard  
Vancouver, BC, Canada V6T 1Z4  
(fax: 1-604-822-2924)



UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified individuals to apply; however, Canadians and permanent residents of Canada will be given priority. Applications should be submitted by September 1st 2004, but will be considered until the position is filled.



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